

# Law Enforcement News

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**Hold your breath:**

## Speed labs pose chemical danger to cops

By Jacob R. Clark

Faced with a proliferation of clandestine laboratories filled with dangerous chemicals used to manufacture synthetic drugs, law enforcement agents in the Northwest are donning full-body protective suits, gloves and self-contained breathing apparatuses in an effort to minimize exposure to the substances and their often hazardous by-products.

With increasing frequency, agents in Oregon, Washington and Idaho are uncovering illegal labs used to make methamphetamine, called "crank" by users, and fentanyl, the highly potent and deadly synthetic heroin known as "China White." Other states, such as California, have begun restricting the sale and purchase of the once easily obtained precursor chemicals used to manufacture the drugs.

**Lab Seizures Skyrocketing**  
Drug Enforcement Administration statistics show huge increases in the numbers of meth labs seized in California, Oregon and Washington in recent years. In 1987, agents busted 486 clandestine drug labs, an increase

of 59 percent over 1986, while 140 were seized in Oregon, a 37-percent increase over the previous year. Washington recorded the biggest jump in lab seizures with 27 reported seizures, an increase of 97 percent over the 1986 rate, when agents found 14 labs. Nearly all the labs were producing crank, according to the statistics.

"Speed cookers" — often, but not always members of outlaw motorcycle gangs like the Hells Angels, Ghost Riders or Bandidos — operate out of abandoned houses, barns, motels, mobile homes and backwoods shacks, and are compared by some officials to moonshiners, but with a twist: Instead of stills, cookers set up illegal labs with little regard for the hazards involved in synthesizing the chemicals and often leave vats of deadly sludge at the site.

The phenomenon has drug enforcement agents nervous.

"Until you get inside, you really don't know what you're dealing with," said Detective Sgt. John Weaver of the Spokane, Wash., Regional Drug Task Force.

And it has also prompted

Federal and state officials to set up procedures and purchase special equipment to deal with the problem.

### Respiratory Irritants Involved

"The Drug Enforcement Administration and most metropolitan police departments have clandestine lab response teams which are trained and have equipment to be able to enter these kinds of lab sites," said Special Agent Larry McKinney of the DEA's Portland, Ore., office. "We certainly will not and would not recommend to anybody else that they go into these labs sites without that training and equipment."

According to Roger Ely, a DEA chemist based in San Francisco, the chemicals used in methamphetamine production are "very dangerous in and of themselves. The nastiest ones that we are involved with are all respiratory irritants." Such gases can cause pulmonary edema and cause water to collect in the lungs, he said, while others are caustic.

One production process involving a combination of hydriodic acid and red phosphorus will pro-

duce phosphine, a deadly, flammable gas, Ely pointed out.

Ely said that the problem of clandestine labs is complicated by the fact that "there is no data on what the combination of these chemicals will have on the body. We're basically the guinea pigs. The best that we can do right now is assume that everything in there is extremely hazardous to us."

### 1 in 5 Chance of Fire

DEA chemists routinely assist state and local authorities in seizing and dismantling labs. Ely recently assisted agents in Las Vegas, Nev., and Sacramento, Calif., in lab seizures. But each seizure poses a risk to agents because there are at least 20 to 25 different processes for making

crank, each with its own hazards, Ely said.

"Some are rather innocuous, very simple and not real dangerous. Others are extremely dangerous and can cause fires and explosions," Ely said. He estimated that about 20 percent of lab seizures result in fires or explosions; 10 percent involve an agent being hospitalized.

"We try to have a pretty good idea in talking with the [local] agents just what the lab site is like — what they're doing, the methods they're using, how they have things stored, and whether or not it's a working lab," Ely said.

"We're running into multiple types of labs where you have one lab site and they're making several different things," Ely

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**Test of wills:**

## NJ baffled by exam-bias charge

New Jersey officials say they are baffled by a complaint filed by the U.S. Justice Department on Nov. 23, which charges that the state's use of written and physical examinations in police hiring tests discriminates against blacks, Hispanics and women in violation of Title VII of the Civil Rights Act of 1964.

As LEN went to press, officials at the New Jersey Department of Personnel, which is named as the defendant in the case along with Personnel Commissioner Eugene McCaffrey Jr., had yet to be formally served with the complaint.

"What we're generally aware of is what the media is aware of," said Peter Calderon, Director of Appeals and Regulations for the Department of Personnel.

But according to Justice Department spokesman Mark Weaver, the formal complaint arose out of "routine monitoring" of state and local police and fire tests nationwide.

Weaver declined to cite specific instances of bias in the police hiring tests, but he said New Jersey was "the only state where we found such a large system" of biased testing.

"Never have we said [this] for

an entire exam structure," Weaver told LEN. He added that the Justice Department's complaint asks the U.S. District Court in Newark to order the state to hire all applicants adversely affected by the alleged bias, and to award full seniority and back pay.

He did not say how many applicants might have been adversely affected by the examination, which includes a physical strength and agility test and 80 multiple-choice questions.

"That's one of the things we'll be asking New Jersey to provide for us when we're at trial," Weaver said. "They have the records that would give us the answer to that."

It is clear, however, that a ruling favoring the Justice Department's stance would be a costly blow to the state. The test is given twice a year to 5,000 to 6,000 applicants in 277 of New Jersey's 567 municipalities, according to the New York Times.

"Generally we found the written examination had an adverse impact on blacks and Hispanics," Weaver said. "What most people don't realize — and what people are not being told — is that is not our complaint. Just because

blacks and Hispanics are failing this exam doesn't mean it's discriminatory."

"What we also found was that the exam was not related to the job of police officer. Those two things together make out a complaint of discrimination."

Weaver said the physical testing parts of the test discriminated against women in the same way — because skills were not job-related, and the high rates of failure among women applicants to police and fire departments made them discriminatory.

The alleged pattern of racial and sexual discrimination comes after a two-year investigation by the Justice Department from 1984 to 1986. Weaver said the Justice Department notified New Jersey officials in November 1986 that the authorization existed for a lawsuit and that the state should begin to negotiate a consent decree. The Justice Department filed the suit when New Jersey failed to come up with a settlement.

Calderon insisted that the state believes its test to be valid and nondiscriminatory.

"We would certainly be willing to have their consultants review

Tampa, Fla., Police Department officials are examining ways to stem a sharp attrition rate among its recruits, after a study showed that only 46 percent of those who entered the Police Academy over a four-year period were still on the job after one year of patrol duties.

The report, prepared by industrial psychologist Kathleen McNelis for the Joint Police-Community Subcommittee on Recruiting, Selection and Promotion of Police Personnel, said attrition reached its highest rates during recruits' participation in the department's Field Training and Evaluation Program (FTEP), a phase of training in which recruits are expected to satisfactorily perform most police duties under the supervision of a training officer.

### Black and White Differences

The study was undertaken in an effort to retain more minorities in a department that has been hurt by poor relations with the local black community in recent years. It discovered a 30-percent difference in attrition rates between black and white recruits. Black males and females had attrition rates of 74 percent, compared to white male and female rates of 47 percent and 46 percent, respectively.

The differences in attrition between racial groups narrowed, however, when dismissals due to

serious violations and/or criminal activities — accounting for approximately 6 percent of the overall attrition rate — were weighed. Then, the report noted, the attrition rate for black males dropped to 54 percent — the overall rate of attrition found in the department by the study.

Several categories were established to track and target where and when attrition most occurred during a recruit's passage through the training system: During basic training at the Tampa Police Academy; during participation in FTEP; prior to completing a full year as a police officer; and after completing the first year on the job. It found that the greatest attrition occurred during field training, which 32 percent of the recruits failed to complete. Ten percent failed to complete basic training in the academy, while 8 percent left the department during their first year as police officers, and 17 percent left after one year.

### Education Level Minimized

The report downplayed educational differences between racial groups, noting that nearly half of the recruits with 10th- and 11th-grade reading levels successfully completed both academy and field training programs.

"The level of educational experience did not relate to attrition very strongly," the report said.

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# Around the Nation

## Northeast

MAINE — Portland police will use a \$22,500 state grant to launch a program that will provide emotional support and financial assistance to recovering crime victims.

MASSACHUSETTS — Police in Bristol County are searching for a possible serial killer after discovering five badly decomposed bodies along two highways near New Bedford. The bodies, all reported to be female victims, were found over a four-month period within a radius of eight miles in dense woods near Interstate 195 and Route 140, leading police to speculate that a single killer is responsible.

NEW YORK — A Haverstraw police officer and a Rockland County affirmative-action director have been charged with tipping off drug dealers about police undercover operations in exchange for cocaine and marijuana. According to the Associated Press, Haverstraw officials had at one point considered promoting the accused officer, 16-year veteran Victor Nieves, to detective and putting him in charge of finding out why the undercover operations were failing.

New York City narcotics detectives will soon trade their .38-caliber revolvers for the 17-shot, 9-mm. Glock semiautomatic pistol. Assistant Chief Francis Hall, who commands the Narcotics Division, said his officers will also be trained to use a 9-mm. submachine gun similar to that used by Drug Enforcement Administration agents.

One-third of New Yorkers have used illegal drugs at least once in their lives, according to a survey by the state Division of Substance Abuse Services. The survey, conducted two years ago and released Nov. 30, estimated that 1.3 million adults in the state had used illegal substances within six months of the time they were surveyed. Officials expressed uncertainty as to the accuracy of the statistics, in light of the increase in popularity of crack since the survey was conducted.

## Southeast

FLORIDA — Gov. Bob Martinez has ordered the distribution of nearly \$1.75 million in Federal drug-abuse prevention and education grants to 30 community organizations around the state. The funds were made available under the Drug-Free Schools and Communities Act of 1986, accord-

ing to the Governor's office. An additional \$426,822 in drug-abuse funds from the state budget will be distributed at a later date.

LOUISIANA — Cpl. Gerald K. Simmons, 23, of the East Baton Rouge Parish Sheriff's Office, was shot in the face and killed last month during an undercover investigation into a drug ring believed to involve postal employees. Simmons was part of a surveillance team in a motel room monitoring a drug buy in an adjacent room. He was shot when he broke through a motel-room door trying to aid the undercover agent making the buy, whom the alleged dealers were reportedly threatening to kill. Two teen-age suspects were arrested at the scene and charged with first-degree murder and attempted armed robbery.

East Carroll Parish Sheriff Dale Rinicker will go on trial Jan. 23 on 18 counts of mail fraud. Rinicker is accused of using parish prisoners for private work at his farm and in a crop-dusting business, and mailing invoices to the state Department of Corrections for the cost of housing state prisoners.

An investigation is continuing into the fatal shooting of St. Martin Parish sheriff's deputy Elizabeth Laperouse by state troopers on Dec. 6. Authorities say Laperouse shot at troopers and led them on a high-speed chase after she had been sent home from work for being "stressed out."

MISSISSIPPI — Seven people were arrested early this month as a police SWAT team beefed up patrols in 15 targeted high-crime areas of Jackson. The action was taken in response to concerns over street-corner drug dealing.

SOUTH CAROLINA — Nearly twice as many accused Charleston County drug dealers represented by public defenders got prison terms in 1986 and 1987 compared to those who retained private counsel, according to the Charleston News and Courier. Thirty-seven percent of the defendants with private attorneys were sent to prison, as against 71 percent of those with public defenders.

ILLINOIS — Cook County Sheriff James O'Grady last month put a temporary halt to the county jail's work-release program — a plan that could mean adding 350 more inmates to the overcrowded correctional facility.

KENTUCKY — A state Court of Appeals has ruled that the city of Albany improperly disciplined its police chief in August 1987, and ordered his reinstatement. Chief

Raymond Shelton was charged by Mayor Lanny Bowlin with three counts of unprofessional conduct and, following an inquiry, was found guilty and demoted to police officer. The appeals court said state law requires that charges against a police officer in certain classes of cities must be heard by the legislative body of the city, not by a special disciplinary board, as was the case with Shelton.

MICHIGAN — With a stern warning that police officers who break the law will be treated like any other criminals, a Recorder's Court judge last month sentenced a rookie Detroit cop to 12 to 40 years in prison for armed robbery. Ex-officer Brian Crite, 20, had been charged with four counts of armed robbery, kidnapping and using a firearm in the commission of a felony, in connection with a three-hour spree of holdups on the city's east side last August. Crite is one of more than 20 Detroit police officers to be charged with felonies this year.

Campus police at Eastern Michigan University in Ypsilanti put two dormitories under a 24-hour lockdown earlier this month after two attempted sexual assaults and a series of recent rapes at the University of Michigan in Ann Arbor. Only those dormitory residents with keys may enter the buildings.

OHIO — Toledo police will once again be wearing name tags on their uniforms, in a move designed to foster a closer relationship with the public. The name tags were removed for safety reasons in 1970 after an officer was shot.

WISCONSIN — A Milwaukee judge has struck down a state law permitting the immediate suspension of licenses of drunken drivers if they fail urine, blood or breath tests. The state may appeal the ruling.

IOWA — Des Moines police are not laughing at the work of a practical joker who has been leaving packages of flour disguised as illegal drugs at highway rest areas. Police have found 17 plastic-wrapped parcels, each holding two pounds of pseudo-narcotics.

KANSAS — Kansas City Police Chief Allan Meyers, a 28-year veteran, has announced plans to retire next May to become security chief for a new horse and greyhound racing track.

MINNESOTA — On Dec. 7, a Minneapolis jury convicted six members of the Los Angeles-based Bloods street gang on charges of conspiring to manufacture and distribute crack cocaine.

MISSOURI — Police have beefed up patrols around the University of Missouri campus in Columbia in the wake of three attacks on female students in less than a week.

NEBRASKA — Omaha police are hopeful that November's crime statistics, which were due out during the second week of December, will enable them to assess foot patrols in public housing projects. The patrols began last month in order to fight drug trafficking and gang activity.

Runaways and juveniles charged with misdemeanors in Gage County will be housed in local motels until authorities can place them in a detention center. As of Dec. 8, Federal law prohibited the housing of juveniles with adult inmates for more than six hours.

Department, has been named chief of the 45-officer Deer Park Police Department. Little, who assumes command this month, has been with the Arvada force for 21 years.

State district judges in Dallas County decided late last month not to convene a court of inquiry into at least 10 controversial police-related fatalities in the last eight years. The judges noted that a county grand jury is conducting its own probe into nine of the deaths, and said there was no reason to initiate another investigation without specific new evidence.

## Far West

ALASKA — Kotzebue voters have decided to continue a year-old ban on alcohol sales in the town. Supporters of the law say it has contributed to a decline in the local crime rate.

CALIFORNIA — Two San Diego police officers were charged with felony assault last month for allegedly beating and kicking handcuffed drug suspect after high-speed chase. The two officers were removed from patrol and placed on administrative duty while supervisors determine whether they should face departmental discipline.

NEVADA — Las Vegas police and Federal drug agents say they smashed a major methamphetamine production ring earlier this month, arresting four men, including an Arizona businessman who allegedly ran the 300-ounce-per-week operation.

OREGON — Gov. Neil Goldschmidt last month unveiled a \$100-million criminal justice package that he plans to submit to the 1989 Legislature. Included in the package is the construction of a 500-bed, medium security prison.

WASHINGTON — Police in King County, Wash., are hopeful that they will reap some useful tips to help solve the 49 murders attributed to the Green River serial killer, with the case featured in a two-hour Crimestoppers TV documentary, "Manhunt: A Chance to End the Nightmare." A Seattle TV station reported that the broadcast would feature an 18-year-old woman who survived a 1985 attack by the killer. Police refused to comment on the assertion.

The state Corrections Department has reported that 96 convicts walked away from work-release sites in Seattle over a two-year period ending in October.

## Plains States

## Midwest

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Donald Little, 49, a commander with the Arvada, Colo., Police

# Federal File



A roundup of criminal-justice activities at the Federal level.

## ★ National Institute of Standards and Technology

A computer software program that police fleet managers can use to determine the patrol vehicles best suited to their needs has been developed by an economist with the NIST Center for Computing and Applied Mathematics. The AutoBid program, which was developed with the help of funding from the National Institute of Justice, is based on vehicle performance test data compiled by the Michigan State Police. Using the program, vehicles can be assessed according to performance or value, with performance based on vehicle test scores alone, and value based on test scores and vehicle cost. AutoBid can run on any MS-DOS-based personal computer with at least 384K bytes of RAM, and is available to law enforcement agencies through NIJ's Technology Assessment Program Information Center, Box 6000, Rockville, MD 20850.

## ★ Department of Transportation

The Department of Transportation has fined 29 airlines a total of \$1.6 million for failing to detect simulated weapons in tests of airport security systems. Most of the security failures were said to have been discovered between April and September. The tests, conducted by the Federal Aviation Administration, involved the use of FAA inspectors posing as passengers carrying fake handguns or bombs, either in luggage to be X-rayed or hidden on their persons to test metal detection equipment. Despite the latest fines — which ranged from \$1,000 for six small commuter airlines to \$249,000 for 33 violations by United Airlines — Transportation Secretary James Burnley maintained that airport security has improved since 1987. In the latest test, 88.9 percent of the fake weapons were found by security personnel, compared to 78.9 percent last year.

## ★ U.S. Marshals Service

The Marshals Service hosted a black-tie reception Dec. 8 to go along with the official preview of its bicentennial exhibit, which will begin touring the country next year. The reception and preview, held at the U.S. Supreme Court building in Washington, attracted such notables as Chief Justice William Rehnquist and TV actor James Arness, who gained a piece of small-screen immortality as Marshal Matt Dillon of "Gunsmoke." Frederick Calhoun, the historian of the Marshals Service, has collected more than 300 items of memorabilia — ranging from Wyatt Earp's shotgun to a Thompson submachine gun from the St. Valentine's Day Massacre — for the traveling exhibit, which will stop in 13 cities nationwide. The collection will ultimately be housed at the Marshals Service Hall of Fame and Museum, to be built in Oklahoma City.

## ★ U.S. Forest Service

Federal agents are eradicating an increasing amount of the marijuana grown in national forests, wiping out an estimated 60 percent of the clandestine crops in 1988. At the same time, the Forest Service noted, the number of physical assaults against agents and civilians in cases related to marijuana growing has decreased. Ed Few, the Forest Service's assistant branch chief for law enforcement, said Federal agents and forest rangers seized more than 340,000 plants in 1988, compared to 255,000 in 1987. Said Few: "It would be nice to get 100 percent [of the crop], but we would be foolish to predict that. The objective is to seize enough so that it becomes apparent to the grower that it is not cost-effective for them to use national forest lands." Marijuana growers who plant in the national woodlands are now apparently concentrating on more potent forms of the drug like sinsemilla and on hybrids that produce more pounds of marketable marijuana per plant, according to the Forest Service.

## ★ U.S. Coast Guard

The Commandant of the Coast Guard said Dec. 6 that American law-enforcement agencies are intercepting only about 5 to 7 percent of the cocaine smuggled into this country because they lack sufficient detection equipment. Adm. Paul A. Yost Jr., who made his observations after an inspection trip to Florida and the Caribbean, said the Coast Guard is seizing only small amounts of cocaine, totaling 11,800 pounds so far this year, compared to 14,800 in all of last year. To detect sea-going narcotics shipments, the Coast Guard deploys two E-2C radar planes, each of which flies 1,000 hours a year, plus nine tracking planes, three radar balloons and six helicopters. Noting the fast boats and low-flying aircraft used by smugglers, Yost said: "All they've got to do is find one way to get through this little blockade I'm trying to throw up. There isn't enough equipment in the whole American arsenal to seal the borders of the United States. All we can do is to make it riskier and more dangerous for them to do it."

## Sweeping case review underway:

# LA curbs use of 'snitch' evidence

The Los Angeles County District Attorney has announced an unprecedented review of all murder prosecutions in the past decade in which key testimony was gleaned from informants.

District Attorney Ira Reiner also ordered top-level reviews of all county prosecutors' requests to use informants in cases pending before Los Angeles courts.

And on Nov. 17, Reiner's top deputy, Gregory Thompson, issued new guidelines that bar the use of all use of testimony from jailed informants unless the informant has "concrete evidence" that another suspect has confessed. The evidence must be a recording of the suspect's voice or documents in a suspect's handwriting.

The unprecedented actions were taken after a longtime police informant demonstrated that he was able to gather enough evidence in jail about a murder case to implicate a defendant he had never met.

According to the Los Angeles Times, the informant, Leslie Vernon White, who has been convicted of several felonies, showed Los Angeles Sheriff's Department officials that he was able to gather information on the murder case simply by using a jailhouse telephone and convincing police officials that he was a prosecutor. At other times, officials say, White led his callers to believe he was a police officer involved in the investigation who had a legitimate reason for collecting the information.

White's allegations prompted the District Attorney's office to order the review of past homicide cases in which evidence of jailhouse informants was used. The D.A. will also look into whether informants have faked murder confessions by other inmates.

Investigators are now focusing on the steady stream of cases involving jailhouse confessions that have been submitted by more than 800 prosecutors so far.

The D.A.'s office also issued guidelines to prosecutors barring them from giving out over the telephone any information about a witness in a criminal case in an effort to avoid a repeat performance by would-be jailhouse informants hoping to exchange evidence for leniency in their own cases.

A "special directive" issued by Chief Deputy District Attorney Gregory Thompson instructs that "detailed information on a case or prosecution strategy on a case should also never be discussed over the telephone. Only bare minimum facts on a need-to-know basis should be released telephonically."

Only calls made to prosecutors by police officers known to them are exempt from the directive, and then only if the officers demonstrate a legitimate need to receive information about a case. Prosecutors must obtain a return telephone number to verify unknown callers seeking information about a case.

Even so, regardless of the type of calls, prosecutors have been

ordered to record the contents of calls in which confidential information is released. The notes must be filed with papers pertaining to the particular case or sent to the prosecutor in charge.

But Thompson, who noted the desire to "balance both the need for security and the need for the efficient exchange of information," said prosecutors should provide callers with information routinely made available to the public, such as date of court proceedings.

Criminal justice experts interviewed by the Los Angeles Times in the aftermath of the District Attorney's procedural shakeup offered varied opinions on prosecutors' use of informants, noting that their credibility is always suspect — perhaps more so than that of the defendant being tried.

However, most experts agree that were it not for informants some of the most celebrated cases in recent history might never have been cracked by investigators. Cases in which the evidence revealed by informants was instrumental include the prosecutions of Charles Manson, the Hillside Strangler and the Wall Street insider-trading scandals.

"There are so just so many reasons for informants to lie," said John Irwin, a San Francisco State University professor who has studied the role of informants in criminal prosecutions. He said that criminals once forged a kind of "solidarity" among their ranks.

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## Denver reaffirms pursuit policy after private citizen chases, nabs shoplifters

An ex-cop-turned-businessman who embarked on a 10-minute high-speed car chase that ended in the capture of five juvenile shoplifting subjects will be honored for his efforts in late January when the Denver Police Department presents him with its highest civilian honor.

But Denver police officials have also seized on the incident to reiterate a policy that discourages citizens — especially those in vehicles equipped with mobile cellular telephones — from engaging in high-speed pursuits.

Steve Cohan, 40, a one-time Denver police reserve officer, used a cellular phone in his car to stay in contact with police dispatchers during the Oct. 2 chase, in which speeds reached 90 miles per hour.

His efforts resulted in the capture of five juveniles who allegedly had stolen leather coats from a department store.

And while Denver police officials generally praised Cohan's bravura, police officers in nearby Aurora, where the chase ended, were not impressed by Cohan's actions: They issued a stack of traffic violations against him in connection with the chase.

Aurora prosecutors eventually

dropped the charges against Cohan after listening to a dispatch tape of the incident. Aurora Deputy City Attorney Debra Bray said the tape made it apparent that Cohan was acting "with the implicit encouragement of the Denver Police Department," and she determined that Cohan "had a defense of 'public duty,'" according to the Denver Post.

No injuries or property damage resulted from the incident, but if they had, the City of Denver would have been liable since Cohan was acting with police consent.

With 15,000 cars equipped with cellular phones in the Denver area, officials fear that a similar incident may happen again.

Cmdr. William J. Card, head of the Denver Communications Bureau, issued a directive on Nov. 3 that said: "Due to the marked increase and availability and use of mobile telephones, it is likely that more and more citizens will contact our department to report crimes in progress. This information is extremely important and can lead to the apprehension of a criminal suspect. Every effort must be made to obtain this valuable information."

"Although we have no control of the actions of a private citizen on a mobile phone, it is our position to remind the citizen not to break the law and to discourage pursuit if it cannot be accomplished in a safe and lawful manner."

The Denver Post reported that previously, dispatchers were given "broad latitude" in determining whether to allow civilian pursuits of criminals. Denver police officials admit that Cohan should not have been instructed by dispatchers to proceed, but Cohan reportedly assured dispatchers that he would be careful, and his police background probably played a role in the dispatcher's decision to allow him to continue the pursuit.

Aurora officials were not pleased by Denver's actions. Doug Rains, a crime analyst in the Aurora Police Department's Research and Development Unit, said the incident, which did not involve a felony crime, should not have been allowed to happen.

As for ex-officer Cohan, Rains said, "He should have known better than to do that type of potentially dangerous response."

He said the Aurora department

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# People and Places

## Lights, camera, autopsy...

There was a movie premiere recently in Chicago, but none of the film's stars attended because they are all dead. It's doubtful you'll be seeing the film at the top of Variety's list of boffo box-office blockbusters, even though it boasts lots of gore and a spectacular musical soundtrack.

And forget about renting it at your local video store.

It's all because the untitled film is a "grave-to-morgue-slab" look at how law enforcement officials located a burial ground for mobsters, exhumed two bodies, and how an unclaimed stiff — said to have been interred 10 years earlier — was finally identified through the diligent efforts of a hard-working county coroner.

The Nov. 23 premiere of the 70-minute film served as the grand finale of the Illinois Coroners Association's three-day conference held at the Chicago Marriott hotel.

Some 40 coroners viewed the film, which was produced by Du Page County, Ill., Coroner Richard Ballinger, the Illinois State Police, the Federal Organized Crime Strike Force, the FBI and the Chicago Police Department.

The film is based on an investigation of a Du Page County plot of land said to have been the final resting place for "forcibly retired" mobsters. It shows how law enforcement agents bulldozed acres of land, eventually unearthed two bodies, and ultimately identified them.

As a Chopin piano concerto swells in the background, the film opens on a view of the first gravesite. An ominous-sounding narrator surveys the site: "The object to the left is a pair of trousers and that's a head to the right. Looking down at the gravesite, you can see more of the torso and hip area of the victim."

Dr. Ballinger, who served as host for the premiere, noted that the placement of bags of lime in the pit actually aided in preserving the body rather than dissolving it. Instead of pouring lime on the bodies, he pointed out, the perpetrators simply tossed unopened bags over the corpses.

The first body is shown being

removed by officials to the tune of "Chim, Chim, Cher-ee," the hummable ditty from the 1964 Walt Disney film "Mary Poppins."

Then, as the audience is treated to the romantic, sweeping melody of "Lara's Theme (Somewhere My Love)," from 1965's epic of the Russian Revolution "Dr. Zhivago," the camera thoughtfully focuses on a bullet lodged in the victim's skull. The song reaches its weepy climax with Dr. Larry Bloom holding up the victim's brain for examination.

The exhumation of the second body is accompanied by the hopeful, reassuring strains of "Tonight" from, ironically, 1961's cinematic paean to juvenile delinquency, "West Side Story."

Among the distinguished viewers on hand for the premiere of the *cinema verite* was Dr. Clyde Snow, the widely sought-after Oklahoma forensic anthropologist who aided efforts to identify the remains of Nazi war criminal Josef Mengele.

Snow, who assisted in the Du Page excavation, told the audience that the effort was not without its object lesson. "If you've got some land you want nicely landscaped," he quipped, "start a rumor about it being a mob burial site."

## Say 'nyet' to crime

Soviet leader Mikhail Gorbachev's policy of "glasnost," or increased openness, has allowed glimpses into Soviet society that were unheard of under his predecessors, including unprecedented revelations about the nature and extent of crime in the Soviet Union.

As it turns out, the openness may be a two-way street, with the Soviets now appearing receptive to Western ideas for dealing with criminality. In fact, a Soviet reporter gathering information on U.S. crimefighting techniques against organized crime recently sought the advice of one of the foremost gangbusters in the United States, Rudolph Giuliani, the U.S. Attorney for the Southern District of New York.

Vladimir Kikilo, a correspondent with the New York bureau of Tass, the Soviet news agency, was given the assignment of

For most of the year, Spokane, Wash., police officer Robert J. Grandinetti makes his rounds on a beat that includes checking in on 80-year-old Edna the Cat Lady, getting teen-age runaways off the streets, and persuading the downtrodden and forgotten that their lives are worth living.

But for three weeks in December, Grandinetti dons a different, more familiar uniform — a red suit trimmed in white fur — to become "Officer Santa Claus," who visits every Spokane public school to speak with kindergartener children and first- and second-graders.

It's a duty — more like a labor of love — that Grandinetti has been performing for 14 years now, carrying on a department tradition that began back in the 1940's.

Grandinetti, a jovial, Kris Kringle-ish 51-year-old who has worked in the Special Police Problems Unit for the past 10 years, says of his yuletide role: "It's a program that you've got to want to do."

It also represents a big change from his usual day-to-day dealings with vagrants, elderly people who live alone in conditions that are sometimes dangerous and unhealthy, and calls for enforcement of the city's public-nuisance ordinances.

Grandinetti's job in the Special Police Problems Unit is demanding — he says the three-man unit is about "400 calls behind" — but he is still able to find time to play "Safety Santa" to Spokane's schoolchildren. Dressed in old motorcycle boots, a red-and-white suit trimmed with rabbit fur that he stuffs with pillows to emulate Santa's girth, white gloves and a white beard of "pure yak hair — real expensive," Grandinetti makes his rounds through the public school system. With help from two uniformed patrolmen, he presents a program on safety tips to the children and passes out Christmas card booklets

writing a "big, analytical article on American judicial experience in fighting organized crime," according to the New York Times.

Tass is more than just a news agency which supplies over 4,000 media outlets in the Soviet Union. It is also the official information-gathering arm of the Soviet Government. In effect, Kikilo serves a dual function at Tass, which he described as "a combination of informer and reporter" — but not as a spy, he insisted.

In keeping with the spirit of glasnost, American authorities aided Kikilo by giving him a tour of one Brooklyn neighborhood long described as an organized-crime stronghold. The 36-year-old



are a menagerie of stray cats she befriends and takes care of. One of Grandinetti's initial meetings with the woman — at the time she and 12 cats were living in a freezing room — was marked by the gruesome discovery of a freezer full of dead cats.

"She had 67 dead cats that had died and she had just put them in the freezer. She kept telling me she was going to provide a burial for them," Grandinetti said.

The police problems unit found that Edna's house was uninhabitable and she was removed while repairs were made. Now, Grandinetti makes periodic stops at her home to make sure she keeps her feline friends at a manageable number.

"Every six months I have to say, 'Edna, you have to get down to three cats.' She'll mark the cats with a black felt pen on the ears of the ones she wants to keep. Those are her kids," Grandinetti said.

Grandinetti was born and raised in Spokane and attended Eastern Washington College. He married in 1964 and joined the Spokane police in 1966 after giving up his musical career as the drummer in a "rock 'n' western" band that played gigs in such hotspots as Stateline, Idaho.

"Music wasn't very dependable," Grandinetti admitted. He decided that the police force would offer a better living for himself and his young family: two sons in high school — one of whom now plays the drums — and a daughter, a college senior at the University of Washington, majoring in civil engineering.

Playing Santa posed a problem when Grandinetti's own kids were in elementary school, one he solved by telling them he was "Santa's helper."

"I gotta say this for every one of my kids — they would never once tell their friends that their dad was Santa. They'd come up and get the candy bar and then just kind of shy away from me."

### On The Line: A LEN Profile

## Officer Robert J. Grandinetti

### An all-season Santa Claus for Spokane residents

and candy bars.

Certainly Grandinetti enjoys his work year-round, but he told LEN that the Christmas season is his favorite time of the year because of the goodwill that the Santa assignment inspires in the children.

"Their eyes and souls are full of spirit," he said. "It's great. It really gives me a lift. The rest of the year [I'm] dealing with people in some real hard situations."

As part of his regular duties, Grandinetti sees people in situations so unfortunate and heartrending that only a Grinch could come away untouched.

There is Edna, the 80-year-old widow whose only children

reporter later met with Giuliani to discuss Racketeer Influenced and Corrupt Organizations (RICO) statutes, which Giuliani has deftly and successfully employed against mob enterprises.

"It was a real scoop to talk to Giuliani," Kikilo told the Times. He called Giuliani, who is well known to the Soviets for his mob-busting techniques, "the law-enforcement king when it comes to organized crime."

During the meeting, Kikilo suggested that Giuliani speak to a group of Soviet prosecutors about RICO statutes.

"I think it would be an excellent thing to talk about," Giuliani agreed.

Kikilo told the Times that

about 200 Mafia-style crime rings have emerged, mostly in large cities like Moscow, Leningrad, Kiev, Lvov and Odessa. Most direct their illegal activities against cooperatives — businesses that are not under the Government's direct control.

According to Kikilo, Soviet legislators have complained about a lack of legal provisions for dealing with the criminal groups. Perestroika, the economic restructuring implemented by Gorbachev, has created "fertile ground" for gangsters, Kikilo said.

"With perestroika, organized crime has adjusted to the new conditions," he observed.

## What They Are Saying:

"The drug problem in this country is severe, growing worse, and law enforcement has been unable to control the problem."

From "Criminal Justice In Crisis," a report by a special committee of the American Bar Association's Section on Criminal Justice. (5:2)

**Johnny on the spot:**

# Finding light at the end of drug-war tunnel

It's not easy to find a cheerful note in the national chorus of concern over the drug abuse epidemic. Some recent studies



Burden's  
Beat

Ordway P. Burden

have shown that drug abuse may be waning among the general run of young people — although not among those in the inner cities — but otherwise we hear little good news from the front lines of the drug war.

Thus it is a pleasure to report that a man who probably knows as much as anyone on the front lines finds cause for optimism. That optimist is John J. Bellizzi, the executive director of the International Narcotic Enforcement Officers Association. Bellizzi has been in law enforcement for 40 years, first as a New York City police officer, then as Director of the New York State Bureau of Narcotic Enforcement before he founded the INEOA, so his opinion that the tide may soon turn in the drug war cannot be dismissed lightly.

Speaking before the board of directors of the Law Enforcement Assistance Foundation, Bellizzi said the Anti-Drug Abuse Act of 1988, which was passed shortly before the recent election, was a very positive step in the battle. "I'm optimistic about it," he told the LEAF directors. He pointed out that the legislation provides the death penalty for drug-related murders, vastly increased funds for education (there is now more money available for drug education efforts than for law enforcement); and sanctions against drug abusers.

"Sanctions against users is a big item," Bellizzi said. "For the first time Congress has provided for civil penalties against drug



John J. Bellizzi (l.) of the International Narcotic Enforcement Officers Association and LEAF president Ordway P. Burden find reason to smile in assessing the provisions of the recent anti-drug abuse act.

abusers. That's something we've never had. Now prosecutors can bring cases into court, and instead of having them dismissed, the courts can impose penalties of up to \$10,000. More important, we can now impose sanctions against some of the privileges the drug-abusing youngsters are enjoying, such as no-interest and low-interest scholarship loans. We can take away their driver's licenses and do many other things that I think are going to be very helpful."

Attacking the drug problem, Bellizzi said, is like forging a chain with several links. There must be law enforcement, educational programs to reduce demands for drugs, tough penalties for lawbreakers, and, for good measure, the possibility of sanctions and the withdrawal of privileges like driver's licenses. "All of these are links in the chain of control," he said, "and if we strengthen all of them we're going to make some headway."

"I think we're holding the line now," he continued. "If it weren't for the fact that law enforcement has confiscated so much drugs,

the problem would be even more serious than it is. It's a difficult job, it's a thankless job, it's frustrating, and it's dangerous." Bellizzi noted that at his association's last conference, five medals of honor were presented posthumously to agents killed in the line of duty.

Bellizzi supports the proposed random testing of transportation workers as well as the testing of law enforcement personnel. "I don't think testing is an infringement of the rights of people, especially in certain professions like law enforcement," he said. "This is just another one of the screenings when you apply for a job, so I can't think of anything wrong with it." He applauded the decision in October of the New York State Court of Appeals, which approved the random drug testing of 1,100 officers in the New York City Police Department's Organized Crime Control Bureau. Most of the bureau's officers are involved in drug-related duties. The court's majority ruled, in a 5-2 decision, that random drug testing is "just another layer of an already heightened.

persistent and employee-expected scrutiny."

Bellizzi decried the debate last summer when some officials suggested that we should consider legalizing drugs. The most vocal proponent was Baltimore Mayor Kurt Schmoke, who compared drug dealing to the bootlegging that was rampant during Prohibition. Schmoke and others argued that the repeal of Prohibition ended a lot of crime and violence because bootleggers no longer could get rich running booze. Similarly, they said, if we took the profitability out of drug-dealing, crime would decrease because there would no longer be big money in drugs.

But, says Bellizzi, "The question the proponents do not answer is: Did the end of Prohibition bring a decrease in the number of alcoholics? We all know the answer. Today we have millions

and millions of alcoholics — more than we have drug abusers.

"Do we want to create a situation where we have millions more drug abusers?" he asked. "Do we want to tell our youngsters that it's okay for you to use drugs because it's legal? Certainly legalization would give the youngsters a message. It would tell them that we condone the use of these drugs." Happily, a huge majority in Congress agreed with Bellizzi and emphatically rejected the idea of legalization.

That's another cheerful note, so we end as we began.

*Ordway P. Burden is president of the Law Enforcement Assistance Foundation and chairman of the National Law Enforcement Council. He welcomes correspondence to his office at 651 Colonial Blvd., Washington Twp., NJ 07675.*

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## ABA study says "starved" CJ system needs new strategies for fighting drugs

Law enforcement efforts aimed at halting drug trafficking are being significantly hindered not by constitutional safeguards like the Miranda warnings or the exclusionary rule, but by a criminal justice system "starved" for funding and other resources, according to a study released by the American Bar Association on Dec. 1.

The two-year study, which paints a bleak picture of the war against drugs in the United States, recommends prompt action "to rethink our strategies for dealing with drugs," and proposes a partnership between government and the private bar to develop more effective strategies.

The report, "Criminal Justice in Crisis," surveyed criminal justice officials on efforts to

eradicate the nation's drug problem and found that their principal complaint was "they were not given the resources to do what they could do well."

"As currently funded, the criminal justice system cannot provide the quality of justice that the public legitimately expects and that the people working within the system wish to deliver," the study said.

Police, prosecutors and judges indicated to the study group that they are forced to divert an inordinate amount of their resources toward the arrest, prosecution and trial of drug offenders. But the researchers found that "the drug problem in this country is severe, growing worse, and that law enforcement has been unable to control the problem."

The report added that the "ex-

traordinary efforts" by law enforcement officials "have instead distorted and overwhelmed the criminal justice system, crowding dockets and jails and diluting law enforcement and judicial efforts to deal with other major criminal cases."

"If distortion of the criminal justice system is to be halted, the resources must be available to handle the enormous number of drug cases brought into the system by the police."

The responses of criminal justice officials to the survey clashed with widely held views that constitutional safeguards such as the Miranda and exclusionary rules hindered their efforts at fighting crime in general, particularly in the area of drug enforcement. Police and prosecu-

Continued on Page 13

Name: \_\_\_\_\_

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*The public pays the freight:*

# Gunshot wounds seen costing \$1 billion

Injuries caused by gunshots cost the nation nearly \$1 billion a year, according to researchers at the University of California, with most of the cost being paid for by taxpayers through public assistance programs like Medicare.

The enormous public costs of gunshot wounds, which average \$6,915 in medical treatment per patient, should allow taxpayers "to have some say over the public policy on firearms," says Dr. Michael Martin, chief researcher of the study that was reported in the Nov. 25 issue of *The Journal of the American Medical Association*.

"Firearm injuries are an important public health and economic problem and we ought to start looking at them that way," Martin told the *New York Times*.

"People tend to shrug the issue

off, saying that handgun control is a matter of individual rights. But it's the taxpayers who are paying the costs, and if we are paying, we should have some say over the public policy on firearms," he added.

The study follows closely on the heels of a Gallup poll that showed overwhelming public support for some restrictions on the sale of handguns — which were implicated by the California researchers in 81.3 percent of the incidents where the type of weapon used was known.

The study's findings on the nationwide cost of firearms injuries were derived by extrapolating a year's worth of data from San Francisco General Hospital's treatment records on gunshot wounds.

The researchers pointed out

that the \$1-billion figure does not include such expenses as ambulance services, doctors' fees or follow-up care and rehabilitation.

But if they were included, Martin said, he would "conservatively" estimate that well over \$1 billion is spent in the United States yearly to treat gunshot wounds — with the extra costs still borne by taxpayers.

The researchers found that in San Francisco, 131 patients entered General Hospital with gunshot wounds during 1984. That hospital was chosen because ambulance drivers are required to take all of the city's gunshot victims there.

The doctors found that hospital costs for treatment of gunshot wounds ranged from \$559 to \$64,470 — or an average of \$6,915 per victim. The average length of

a hospital stay by victims was 6.2 days, but only 53 percent of the costs of all hospitalizations in the United States," Martin said.

In San Francisco, the state's Medically Indigent Adult Program paid 30.4 percent of the hospitalization costs of gunfire victims, with Medi-Cal, the state's medical assistance program, providing 23.8 percent of the expenses. The remaining costs were covered by Medicare, the corrections department, and a victims and witnesses assistance program.

The hospital itself absorbed 18.2 percent of the costs.

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# Police urged to suit up when seizing speed labs

Continued from Page I said. One bust of a suspected crank lab instead turned up a suspect who was converting codeine to heroin and also manufacturing China White, a process that is "extremely dangerous," according to Ely. "Had they not had a chemist on the site, they would have gotten into some real severe problems," he noted.

## Danger in Wind Shifts

The drugs that are manufactured are themselves dangerous. According to Ely, China White from a fentanyl lab that was recently busted by DEA agents in Pittsburgh was linked to the deaths of 14 users in Cleveland and Pittsburgh. Users of methamphetamine that has been produced with lead acetate — a process favored by speed cookers operating in the Northwest — can be stricken with lead poisoning.

Even with precautions, lab busts can result in injury to officers on the scene, Ely said. Two agents were injured in a Sacramento lab seizure earlier this year. One of them was felled by fumes from the lab "when the wind shifted and he got a pretty good snout full of the hydrochloric acid fumes," Ely said. The gases brought on pneumonia and collapsed part of the agent's lung. He is now back to work, but has been taken off the meth detail.

Fumes also sickened an agent involved in the recent Las Vegas bust, Ely added.

Ely said manufacturing processes can also render uninhabitable the homes and motel rooms they occur in, with clean-up costs ranging "anywhere from \$7,000 to \$20,000 per lab." In Lincoln City, Ore., a motel had to be shut down because chemical substances used by cookers had permeated the rooms.

## DEA Left Holding the Bag

Lab seizures can also cause legal headaches for law enforcement agencies, Ely said, because if the substances seized are deemed hazardous, DEA becomes legally responsible for their disposal under the Environmental Protection Agency's "cradle-to-grave" provisions on hazardous waste disposal.

"We're trying to get a legal ruling to change that because it was never intended for us to become the generator of all this hazardous waste," Ely said.

Oregon and Washington, ranked number three and four in the country in the number of clandestine labs after California and Texas, are setting up special lab task forces to discourage speed cookers from turning their states into meth meccas. But officials say drug producers and their makeshift labs have already made inroads.

"The trend is definitely to the Northwest," said Mitzi

Gundersen, an analyst for the Western States Information Network, a liaison agency that shares criminal intelligence information with law enforcement agencies on the West Coast. She said the enactment of laws to control precursor chemicals in California sparked a migration of speed cookers to the Northwest, where, until recently, such chemicals were easy to obtain.

## Unlimited Variety of Recipes

Earlier this year, the state of Washington moved to restrict access to precursor chemicals and now classifies two substances favored by cookers — methylamine and phenylacetic acid — as Class II controlled substances. But Lew Kittle of the state's Department of Ecology, which handles lab seizure cleanups, says the drug producers have an "unlimited" smorgasbord of chemical ingredients to choose from.

"You seem to get some of the precursors [outlawed] and then they find some other way to make it," Kittle told LEN.

Producers, who are concerned with profits rather than safety, can simply substitute other ingredients into the drug brew or change the recipe to use chemicals that can be easily obtained but are still dangerous.

Oregon, which expects the number of lab seizures to double from the 102 seizures recorded in 1986, already has recorded 150 seizures so far this year, said Special Agent Ron Pettingill of the Portland DEA office.

"And for every one that's seized in the area, we're probably missing about five," he added.

The Washington State Patrol recently received a grant from the U.S. Bureau of Justice Assistance to develop a model program on clandestine lab enforcement. The program was developed in the wake of injuries received by three officers during a meth lab seizure last June, according to Lieut. Marsh Pugh of the Washington State Patrol, who is serving as coordinator of the task force.

## Annual Physical Checkups

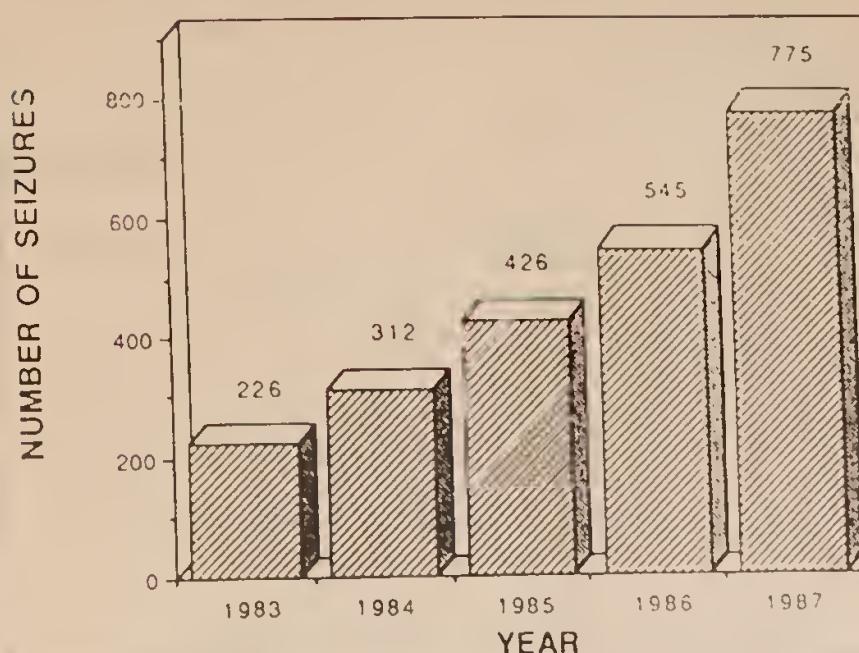
"That's when we determined that we really had health risks and needed to protect ourselves," Pugh said. Officers in the task force get 40 hours of training in hazardous-waste guidelines issued by the Occupational Safety and Health Administration, and must undergo annual physical exams to monitor possible chemical exposure or side effects.

Pugh said that Washington has seized about 90 labs so far this year — an increase he termed "dramatic."

"We're just really cranking up on [the task force] now and finding out that we have more of them at present than we've been

## DEA LAB SEIZURES, NATIONWIDE

1983-1987, REPORTED TO DEA



Source: Western States Information Network

aware of," Pugh said.

He told LEN that the majority of arrests made thus far are "Oregon people who have prior convictions in California, which does indicate that they're traveling."

He also estimated that 50 percent of the seizures are made "after the fact."

"We'll get some information and they've already cooked and left before we get there," said Pugh.

He said Washington has formulated a three-phased approach to lab seizures, because "one of the problems is: Do the health risks warrant your going in?"

First, officers enter the lab in enough protective gear to allow them to scan the site and make a determination of exactly what type of lab is being seized. An exclusion zone is set up around the lab area and any suspects are ap-

prehended and transported out of the area.

Officers then suit up in "full self-contained breathing apparatus and all the protective clothing necessary to take samples."

With the help of a chemist from the state's crime lab, the officers go into the site and attempt to dismantle the lab apparatus. Samples of drugs or precursor chemicals are gathered along with fingerprints, documents and other evidence before the site is turned over to the Department of Ecology and a hired private contractor for cleanup and disposal of hazardous wastes.

## Displacing the Problem

Pugh concedes that as Washington clamps down on the home-grown drug labs, the manufacturers probably will just relocate to another state where

the problem has yet to manifest itself.

"We certainly don't want to push the problem onto anybody else, but that's what's happening," he said.

And as speed cookers set up drug labs in other states, law enforcement agencies will find themselves brushing up on their chemistry and formulating ways to minimize health risks to agents who might stumble upon lab operations. DEA's Ely said that agencies will be forced to reassess their whole drug interdiction process as a result.

"A lot of agencies want to go out and do it like we did in the old days, two or three years ago — just pack everything up, haul it back in a station wagon or the department's van, hook it in evidence. That's just not the way you do it anymore. It's just too dangerous," he said.

## LA rethinks use of informants in wake of phony jail confession

### Continued from Page 3

before the use of informants became widespread. One of the cardinal jailhouse sins was to be a "snitch."

"But that started changing in the 1950's with the emergence of all kinds and types of prisoners — dope fiends, hustlers — and that blew it apart. The ethic then became self-serving: Snitch first and get the best break for yourself."

Irwin said informants simply took their cues from what was happening in the modern "dog-eat-dog" world and a "counter-ethic" emerged.

"It became everybody for himself. Now there's a much more individualistic ethic," he said. With that came an increased willingness by law enforcement agents to seek out and use informants, especially in cases "where there's not much concrete evidence," and use coercion and other pressures to force informants

### from informants.

Irwin charged that authorities are "getting people to inform even when information is not there."

"They create it," he said, adding that he believes 70 percent of informants' testimony to be invalid.

Irwin said there exists no "mechanism to determine what is valid and what is not."

Former Los Angeles County prosecutor Stephen S. Trott, who now serves as a judge on the U.S. Court of Appeals for the Ninth Circuit, calls informants "the scum of the earth" and says the use of their assistance is a "watery and treacherous domain... loaded with unmarked pitfalls for the unwary."

But Trott, an expert on the use of informants, concedes that should a prosecutor stumble on a reliable informant, he may uncover "a vast and magnificent bonanza" of evidence and

### testimony.

In Trott's estimation, informants have become indispensable allies in the criminal justice system.

"It's a policy we adopted never to deal with criminals as prosecution witnesses, many important prosecutions — especially in the area of organized crime and conspiratorial cases — would never make it to court."

### Coming up in LEN:

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# Forum

## Other Voices

A sampling of editorial views on criminal justice issues from the nation's newspapers.

### Going after the users

"Pennsylvania drug users are finding the law stacked against them. Not only were they facing stiff jail terms under the state's recently revised sentencing guidelines if they had criminal records, but the new Federal anti-drug law has added another legal tier to put them away. Now under both Federal and state law (and a defendant may find himself subject to either, depending on how law-enforcement authorities wish to proceed), offenders face a punishment more dreaded by some than either a cell or the interruption of their drug supply. That is, the loss of their wheels. State law permits police to confiscate any auto in which even small amounts of drugs have been found. The new Federal measure is aimed more at driving privileges. Individual states can qualify for additional Federal funding if they elect to cooperate in license-suspension programs for those convicted of substance abuse. The 'grounding' approach tends to discourage drug use while not adding to the already staggering problem of jail overcrowding. And, in a way, taking away an individual's mobility creates, particularly among young offenders, a sense of incarceration — without the cost to the taxpayer. Both changes in approach — going after the users and punishing them in ways other than by just slapping them behind bars — are welcome new initiatives in what has been a long, losing war."

— *The Pittsburgh Post-Gazette*

Nov. 25, 1988

### The drug czar's mission

"Last month, Congress...enacted an anti-drug bill that, among other things, created a new Cabinet-level 'drug czar.' President-elect Bush is likely to appoint the first one any day now. A czar to do what? The obvious first task is to fight for more funds. The drug bill grandly authorizes \$2.7 billion over two years while providing only \$500 million. But the Federal war on drugs requires much more than money. The new official's highest responsibility will be to formulate a clear policy and then explain it to an ever more fearful public. The lack of leadership against drugs counts as one of the great failures of the Reagan Administration. It watched as crack, the cheap, smokable form of cocaine, stirred a new wave of addiction and violence. Big cities are reporting vastly more murders from drug abuse and trafficking. Yet no Federal official has yet come forth with a thoughtful, coherent policy in response. Leadership begins by defining the issue properly. That means recognizing that drug abuse has become a massive public health problem. Sensible responses need to keep that in mind — as the new drug bill does, by increasing to 55 percent the amount of Federal funds spent on drug treatment and education. In that light it's possible to set priorities. Provide drug treatment on demand: For most drug users, addiction turns recreation into a daily nightmare, and many addicts seek help. Finding it in many cities is another kind of nightmare: applicants often must wait months. Washington's goal ought to be immediate treatment for all who request it. Use the media to educate: Massive publicity about crack has apparently discouraged potential young middle-class users. The challenge is to extend the message to the alienated poor. No advertising campaign can by itself counter the hopelessness and pain of poverty, but carefully researched and focused anti-drug messages may have effect. Don't legalize dangerous drugs: Making heroin and cocaine legal might reduce crime, but the health cost would be enormous. At the same time, it might make sense to extend the decriminalizing of marijuana, which probably affects health less. Focus law enforcement on the street: Law enforcement, especially at the Federal level, remains too preoccupied with stopping drugs at the border. America's borders are so long that Federal agencies cannot hope to police every yard. Law enforcement has a more effective role to play on the streets harassing retailers and customers and reclaiming the safety of neighborhoods where drug dealers have taken over. On drug policy, the Reagan Administration is an easy act to follow. The nation's first drug czar needs to combine the talents of a good public health physician, a good cop — and a good communicator of realistic hopes in a difficult cause."

— *The New York Times*  
Dec. 4, 1988

### Hatemongers must learn violence is not tolerated

"Portland's outrage at brutal attacks by white-supremacist 'skinheads' came too late for an Ethiopian immigrant who was beaten to death the other day. His murder by bat-wielding youths in military garb is a lesson for any community that has the seeds of racial violence germinating in silence. Even after a vicious attack last March on an Asian man, Portland continued to deny its festering problem. Now the city understands that running tallies of gang membership are not an accurate gauge of the danger to public safety. Portland has been shocked into action. A police task force is investigating the murder, and the Federal Bureau of Investigation is involved. Seattle must learn from Portland's experience, not sit in nervous judgment. Combating violence by racist punks does not fall to the police alone. First, we must admit that disaffected elements among us are using race and religious beliefs as an excuse to harass our neighbors. We must demand that our public officials be strong and outspoken, and then back them up. The community must make an unequivocal statement that racially motivated violence will not be tolerated. Skinheads live under the illusion that white people tacitly approve of them, tacitly support them. The myth of popular support must be squelched. Let these twisted souls mouth all the hate-filled babble they can spew. But let them also understand that trespassing on the rights of others, resorting to physical abuse, results in swift, sure punishment. 'The police have to deal with the criminals,' a Portland police captain noted. 'The community has to deal with the hate.'"

*The Seattle Times*  
Nov. 19, 1988

Lesce:

## Some civilians need body armor too

By Tony Lesce

Some manufacturers of soft body armor purport to sell their products only to police. This is a mistake. Civilians in high-crime areas, as well as those in certain occupations, have legitimate needs for the protection that body armor offers.

Today's soft body armor offers partial protection against certain classes of projectiles. The lightest grade, Level I, stops .38 Special bullets, as well as ammunition of lower power. Stopping magnum rounds requires thicker and heavier armor panels, which are less comfortable to wear.

Body armor protects only the area it covers, which is usually the torso. Because it doesn't protect the entire body, it is essential for the wearer to conceal the fact that he's wearing armor. The usual practice for a gunman is to aim at the largest target, namely the torso. If the assailant knows that his intended victim is armored, he'll aim for unprotected areas, such as the head. This is why most body armor worn today is of the concealable type, either worn under clothing or built into a piece of outerwear such as a vest or jacket.

Those who oppose selling body armor to civilians claim that such a practice only serves to make armored protection available to criminals, and that this constitutes a good reason for restricting its sale. The fault in such reasoning is that body armor is not a weapon. There has not yet been a case of a robber walking into a bank and announcing: "Give me all your money! I'm wearing body armor!"

It's also true that soft body armor is undetectable by airport metal detectors. This poses no hazard to air travelers, as there have been no instances of an aircraft being hijacked because the terrorist

was wearing body armor.

Resistance to crime can be categorized in two ways: active and passive. Active defense involves using proportional force, including gunfire if justified, to stop an attack. Passive defense would involve such approaches as memorizing the robber's description, noting his car license-plate number, or using cameras to record the incident.

There is a sharp philosophical split between those who advocate active defense and those who prefer the passive approach. One school of thought proclaims that criminals are the true social victims, and should be pitied rather than scorned. Such thinkers advocate turning the other cheek. Unfortunately, some criminals, when confronted with the other cheek, will simply use the other fist.

Regardless, active defense, as emotionally satisfying and social useful as it may be, is simply not practical in some situations. "Real-world" concerns over liability may preclude using gunfire to resist an armed robber.

There are other ways.

Some occupational groups face a high risk of being confronted by gunmen. Two notable examples are gas station employees and convenience store clerks. Convenience stores are held up so often, particularly on the night shift, that they have earned the sobriquet of "Stop & Robs."

Banks have faced the problem of armed

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*Tony Lesce is a writer specializing in issues related to guns and personal defense. He is a member of the International Association of Law Enforcement Firearms Instructors.*

## Letters

To the editor:

I read with interest the article on Satanism in the Oct. 31, 1988, issue of Law Enforcement News.

An article I authored on "Satanism: The Law Enforcement Response" appeared in the February-March 1987 issue of The National Sheriff. If any of the information in my article is of interest you certainly have my authorization to use it in your future articles on Satanism.

I might suggest you contact Det. Sandy Gallant of the San Francisco Police Department. Detective Gallant is considered to be somewhat of an expert on the law enforcement response to Satanism and has developed some standardized teletype and report forms for these types of cases.

If I can ever be of any service, please do not hesitate to call.

ROBERT J. BARRY

Director

Delinquency Control Institute  
University of Southern California  
Los Angeles, Calif.

To the editor:

Thank you for sending me a copy of the Nov. 15, 1988, issue of Law Enforcement News, which contained an article about the National Law Enforcement Officers Memorial effort.

The article, which was accompanied by a sketch of the proposed memorial design, helped to focus some very positive attention on the project. It was particularly helpful in letting your readers know what some dedicated law enforcement leaders are doing to help raise the necessary funds for the memorial. Hopefully, as a result of your article, others will follow the lead of Maryland. Thank you for your continuing interest in this very worthy cause.

I will be sure to keep you informed of the memorial's progress.

CRAIG W. FLOYD

Chairman

National Law Enforcement Officers  
Memorial Fund  
McLean, Va.

You might think that if anyone were going to exemplify the "fraternal" aspect of the name Fraternal Order of Police, it might as well be the president of the organization. In the person of Dewey Stokes, the current president of the Grand Lodge, Fraternal Order of Police, the FOP has a diehard "fraternalist," if you'll pardon the coinage. Sure, he's a veteran police officer and a veteran FOP member and official, but Stokes also exudes a spirit of community activism that's evident in his service to the Kiwanis Club, the Boys Clubs of America, Easter Seals, the Boy Scouts and a variety of other organizations. As he sums it up, "I'm concerned about my community, and I came into this job because I wanted to put something back into my community."

Although his reference to "this job" could mean any one of a number of activities he pursues, in this case he refers to his job of 20 years with the Columbus, Ohio, Division of Police, which he currently serves as a lieutenant. In the course of that career, Stokes has worked in foot patrol, one-man cars, the tactical unit, and the organized crime bureau, to name just a few. And for all of those 20 years he has been an active member of Capital City Lodge No. 9 of the FOP, the largest lodge in the state. He was the lodge's president for 10 years, in the course of which he helped obtain written contracts for officers with the Columbus Police Division, the Franklin County Sheriff's Department and more than a dozen

other suburban departments.

The resume that Stokes has compiled in the course of 12 years of active service in the national FOP is just about as long. As president of the Grand Lodge, he is the point man who represents nearly 200,000 law enforcement officers from coast to coast, bringing members' concerns to the attention of key Government figures and traveling constantly in order to ensure that officers' know their rights. And all the while, he has to keep a look back over one shoulder to make sure that his lodges are not being challenged by other groups for the right to represent police officers.

As those 200,000 or so cops will quickly attest, the FOP, while a bargaining unit for some departments, is not a union in the classic sense of the word. Stokes admits, "We walk like a duck and we quack like a duck, but we're called a fraternal organization." In the case of the FOP, though, it might be described as a situation where "the tail wags the duck." Unlike traditional unions, which tend to be heavily and rigidly hierarchical, the FOP is run, in effect, by the local lodges. The lodges determine their own operating style at the local level, and most of the dues paid by members to their lodges stay right there — only a small amount is forwarded to the state and national lodges, and even then the locals decide for themselves how much they want to pass along. Admit-

tedly, it makes for some tricky budget drafting at the Grand Lodge, but it also helps to ensure that members' dues will not be used primarily to support a top-heavy bureaucracy operating in remote fashion out of a national office somewhere. The local lodges, through representatives to a biannual conference, tell the national FOP what to do, rather than the reverse.

Earlier this year, Stokes put his professional standing on the line to endorse Vice President George Bush for President. It was Stokes's personal endorsement, not that of the FOP, and he did it out of a firm conviction that a Bush Administration boded better for the future of law enforcement — particularly in terms of the possible Supreme Court appointments. Stokes may disagree with Bush on certain gun control issues, and he may not think much of the Vice President's record on labor issues, but he states again, for the record: "Certainly I'm concerned about labor issues; they're important to every law enforcement officer in this country. But sometimes those labor issues have to take a back seat for a time to more important issues of protecting our citizens and protecting this country."

Just try to find a traditional-style union leader who would say that.

**"None of us in this day and age can live on our laurels; we have to produce constantly. No one is going to represent police officers better than an FOP member who is a full-time police officer."**

## Dewey R. Stokes

**Columbus, Ohio, police lieutenant and president of the Grand Lodge, Fraternal Order of Police**

Law Enforcement News interview  
by Peter Dodenhoff

**LAW ENFORCEMENT NEWS:** Two years ago, in an interview with LEN, Richard Boyd, who was then the FOP president, told us, "We expect that the FOP will be over 200,000 members within the next three or four years." What progress has been made toward that goal?

**STOKES:** We're in several new states, and we're at about 198,000 members now. It's a gain of about 16 percent, I think.

**LEN:** Has it been a pattern of steady growth, or have some of the gains been offset by losses here and there?

**STOKES:** We challenged in Phoenix and we lost, but we didn't lose the membership that we had. As far as I know, we've still got the same if not a few more members there. We're making gains in several areas as far as

membership goes. We're gaining in Texas, New Jersey, Illinois.

**LEN:** In Illinois, specifically Chicago, several other organizations have filed for a referendum to have the FOP there decertified as the bargaining unit. What could the loss of a huge local like Chicago, with its 10,000 or so members, mean to the national organization?

**STOKES:** If it happened, of course that would be a problem. It would also be a shock, because the FOP has done an outstanding job in Chicago. But internally sometimes, you have to look at your organization, the locals and the state lodges, to see if they're doing anything wrong. Sometimes out of a challenge comes nothing more than an opportunity to look at yourself and see if you are missing anything of substance that you should have been doing. So I look at these challenges from a positive viewpoint. But I expect that the FOP will prevail in Chicago. We've got the Teamsters, the PBA,

the IUPA, the FOP and no representation all going on that ballot.

**LEN:** If the FOP were to be rejected as the bargaining unit in Chicago, would you retain the members but simply not represent them in contract talks any longer, or would 10,000 dues-paying members be lost altogether?

**STOKES:** What would happen if the worst scenario did occur is that we would lose some members, for sure, but the FOP would still be there. Obviously it would not be the representative for negotiations, but would be relegated to a minor role and hopefully would survive to pose a challenge in the future. But I don't look for that to happen. The indications that I'm getting from Chicago are that the leadership there has been doing its job. In any big organization, when you have one big local like that, you get people wanting to challenge every once in a

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Ankers Photographers, Washington, D.C.

# **"In a professional organization you don't necessarily need the right to strike. If binding arbitration is out there. . .then there's an external pressure to reach an agreement on the issues."**

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while. Here in Columbus we've survived those challenges; the indications are that Chicago will too.

LEN: Does the national lodge provide help to locals that are under challenge, and what form might that help take?

STOKES: We would absolutely respond to anything that a local lodge would require of us as a national organization, whether it means going there and speaking to the membership or helping out in any manner that we can. I'll go there and speak to them and point out what the FOP has done. In our organization, the local chapters are our strongholds. We don't run like a union, so our locals are controlled by the local people, as are the state lodges. Then the locals and the states elect their national representatives and officers at the biannual conferences. Consequently, our locals are important to us. And, of course, a large local like Chicago is extremely important to us. We would definitely be interested in going into Chicago, the same as we would be in challenging an incumbent organization in any other large city.

LEN: In the case of such a challenge, what sort of appeals to local officers can be made to win their allegiance, apart from touting the track record of the local lodge?

STOKES: I think some of them may be looking at other, more traditional unions, but any time you've got a large organization there's no way you can please everybody all the time. So somebody will come in from one of the other organizations and try to sell the officers a bill of goods, telling them what they can do and what the local FOP hasn't done. But I don't care if it's IUPA or the Teamsters or whoever, they're not going to service the contract or do a better job than those officers who are in there now. None of us in this day and age can live on our laurels; we have to produce constantly for our members. In our line of business, we have to produce constantly. I think the major thing that the FOP offers to its membership is that we don't have any outside control. The organization is controlled by full-time law enforcement officers, either active or retired officers, who share the concerns of every professional law enforcement officer in the country. No one is going to represent those Chicago officers or the Columbus police officers better than an FOP member who is a full-time police officer. We know our problems better than anybody else. I'll grant you that we're not a union per se. As they say, we walk like a duck and we quack like a duck, but we're called a fraternal organization. We're still a nonprofit organization, and we're still out there representing our members. If they want total negotiations, the handling of grievances, negotiating full-blown contracts, health insurance, we can do that, and we do it all over the country. But in some areas the members may only request that the FOP represent them in a more subtle way. They have control of that, and that's what separates us from unions. We do not dictate to each local each and every move that they have to make. Each local can set its own tone, its own agenda for how they want to handle things. We wish some of them would be more progressive and more aggressive at times, but that's controlled by the local membership. If a group of officers in a police department in Alabama or Michigan or Oklahoma

wants the lodge to become more aggressive or move in different directions, all they've got to do is attend meetings, put their programs into effect, or elect local lodge officers to implement that at the local level. If they do that, we're absolutely here to assist them. We think that each and every lodge should adhere to the Fair Labor Standards Act, and should be aggressive in those areas of protecting the police officers and their families.

LEN: If, as you say, the FOP walks like a duck and quacks like a duck, are there things that you don't do like a duck? Are there, for example, ideological distinctions between the FOP and a traditional union?

STOKES: Sure. Our members have to be full-time law enforcement officers and come from within the ranks. And our dues structure is different. The majority of our dues stay at the local level, because that's where the emphasis must be. It's the same philosophy that I think taxing should take/*laughs*, rather than handing it all in and having the guy at the top dole it back to you. So as a national organization, our primary function is to assist our brothers and sisters throughout the country with the introduction of legislation in Washington, and to have some impact on legislation that affects our working conditions as well as the safety and welfare of police officers and citizens in general.

LEN: Since the emphasis is at the local level, and the bulk of the money stays at the local level, is it also safe to say that policy-making authority is vested primarily at the local level? To what extent do the local lodges drive the policies and practices of the national lodge?

STOKES: You're right. The local level sets its policies and agenda. . .and then the state level sets its agenda. We get our direction as a national board when we attend our national conferences, through resolutions that are passed on the conference floor. Those resolutions dictate the direction that the national lodge should take in

STOKES: I think so. We publish an update on the Fair Labor Standards Act to keep our members informed on that issue, and if they don't have collective bargaining then the minimum they should do is to push for the protection of the Fair Labor Standards Act. They should know that legislation and push for it. We also have a collective-bargaining booklet that we put out for our membership. We put on labor seminars, grievance seminars, and try to teach our members what they are entitled to. We have to pay people and give them working conditions that don't make them second-class citizens. I don't believe in collective bargaining; I do believe in collective bargaining. Collective bargaining should not be a dirty word to anybody. It's merely the input of the employee with the employer, working in concert to provide better service to the public that we're all answerable to.

LEN: In a city or state where police officers do not have collective bargaining rights, what function does the FOP serve? Little more than a fraternal group, or is there more to it than that?

STOKES: I don't think you can sit back merely as a fraternal group and think that you're going to get collective bargaining without becoming involved in the political process. We've gone in several areas and said, "This is what you have to do, this is how to accomplish the goals and objectives that your membership is setting for you, and you have to get a little more outspoken. You may have to get a little more aggressive in order to attain those goals and objectives that the membership has set." Ours is merely to guide and assist them in whichever direction they want to go, and encourage them to do what's really best for the membership.

LEN: Winning a fair contract through collective bargaining and orderly consensus is all very nice, but if that does not happen, would the FOP support the notion

**"I'll grant you that we're not a union per se. As they say, we walk like a duck and we quack like a duck, but we're called a fraternal organization."**

the next biennium. So our membership has direct input. Each local lodge sends delegates to the state and national conferences, and from those conferences we get the direct input of the membership.

LEN: Are there instances in which local lodges get a little too militant, a little too traditionally unionistic, and the national lodge then has to step in and say, "Hold on a minute, folks"?

STOKES: We've not had that problem. We think that the local leadership will know the local problems better than we will when they're setting their agenda. I feel very confident with the type of leadership that we've got in the overwhelming majority of our lodges, that they know the feelings of the members. In some cases I'd like to see them get a bit more aggressive. You have to be progressive; if you're standing still, you're regressive. You've got to be moving forward all the time. So if they're progressive, then I'm certainly going to be singing out of the same hymn book with them. In our profession, we've had other organizations that are not full-time law enforcement officers, or not even associated with law enforcement, saying they speak for law enforcement. That should not be the case. On the national level, you've seen the FOP in the last few years come forward and say, "We're going to speak for law enforcement." We've got the Law Enforcement Steering Committee that's made up of all the representative law-enforcement groups throughout the country, and we speak for law enforcement. And when it comes to speaking for the majority of law enforcement in this country, I think you have to look at the FOP. The FOP is the largest and, I think, the most progressive professional law enforcement group in the country, and we're going to continue in that fashion.

## **No collective bargaining**

LEN: If you're not about to pull in the reins on an overly aggressive local, are their situations where you or other national officials might feel that a particular local lodge is not really doing enough, or being assertive enough, and you might do something subtle to show them how they can do more for the members?

of a police strike?

STOKES: We've never supported strikes. I think in a professional organization you don't necessarily need the right to strike. You have to have alternative resolutions. In Pennsylvania and Michigan, they have binding arbitration. If binding arbitration is out there, then both sides are in a situation where they say, "We can reach an agreement." There's an external pressure to get them to reach an agreement on the issues. In that sense the collective bargaining process is good. We've had collective bargaining in Ohio for four and a half years now, and because we had binding arbitration in the contract up until a recent Supreme Court ruling, we never had one cessation of work by blue flu or study days or slowdowns or speedups. Prior to that, we had strikes and other problems. States that don't have collective bargaining, with some type of resolution of that nature built in, they're just kidding themselves. Eventually those public safety forces are going to be relegated to the status of second-class citizens, and they're going to realize it. Once they realize it, the officers are going to become more militant, more outspoken and more aggressive, and that's what causes confrontation. What they should do now is sit down with those officers and talk about that type of legislation at the state level, and get it implemented, and then deal with the contracts and the negotiations city by city, and county by county, and township by township. The collective bargaining process is nothing more than input from the employee with the employer, and some input into how the tax dollars are going to be spent. After all, the citizens pay taxes for public safety. That, along with good education and good roads, is the main thing that people pay taxes for. So if we're the ones stuck with implementing the laws, why shouldn't we have some input into that process?

## **Upgrading the profession**

LEN: In recent years, many law enforcement officials have lamented the difficulty of recruiting and retaining qualified personnel in the face of more attractive appeals from the private sector for the same candidate. As a labor leader, what do you believe can be done to recruit more of these talented individuals into policing,

# LEN interview: FOP president Dewey Stokes

and perhaps even raise the standards for recruits in the process?

STOKES: We have supported minimum training hours for police officers. Plus, we've supported weeklong update classes and in-service training to upgrade our officers once they're hired. We feel that's essential, and it serves to upgrade the profession and the officer. The other big thing is a fair and equitable opportunity for each and every officer to be promoted through a system that the officers have input into and can feel comfortable with. It should be one where they feel that once they participate in that system, they're being fairly graded and evaluated so that they can continue their careers. I think sometimes you get a sense of frustration from arbitrary and capricious decisions by administrators, and that creates a problem. We're dealing with a lot of problems in promotions and recruitment. We definitely have our opinions on the types of people that need to be recruited, but primarily the recruitment should be the city or county or state's responsibility.

LEN: Is money alone, in the form of higher salaries and better benefits, enough to attract people to a police career?

STOKES: I think that the men and women who are coming into this career are driven, whether they admit it or not, by an urge or desire to serve their communities. That's why I have no hesitation to call them concerned professionals. The bureaucrats or politicians who have control over these agencies have to understand that these people are professionals and should not be relegated to a second-class citizen level. That's why it's important to have the input of the officers through a bargaining process. And as long as that bargaining process is controlled by the officers themselves, like they do in the FOP — as long as you have a full-time law enforcement officer sitting across the table from his employer and having that direct input, I think there's nothing more positive than that. The employee wins, the employer wins, and obviously the citizens win, because the citizens will get a much better level of service. The officers will understand that the citizenry is concerned about how the officers are being treated.

We're up against a very sophisticated criminal element in this country, and consequently there are some communities in this country today where the police are severely undergunned and severely undermanned. That's where the drug dealers move in and take advantage. In some areas, there are very depressed economic conditions, and the drug dealer moves right in. In my opinion, the drug problem in this country is an epidemic and is probably the most severe that we face. I think we've lost an entire generation to drugs through a very passive attitude about drugs. It's really starting to show up economically and on the job market with all of us. We've got a serious problem.

LEN: Drugs also affect police in the form of drug-related corruption. It seems that scarcely a day goes by that you don't read about one cop or another falling prey to the bribery and corruption of drug traffickers. What can be done to bring that problem under control? Does it have to do primarily with fundamental issues of integrity and recruit screening?

STOKES: You can do screening and come up with the ideal utopian individual officer, but it boils down to the honesty and integrity of the individual officer. If the officer feels that the politicians are taking money that could be spent on the officers' security — whether it's better weapons, better communications equipment or vests for the officers — the officers can get into a "they don't care, so why should I care" type of attitude. You compound it with the officer not having had a raise in three years or so, and all the while he's seeing corruption at the upper levels of government like we've witnessed over the last several years. Those all become psychological plays on the officer. It makes it easier for the officer to then justify falling away. But I think we have not seen a severe epidemic of officers falling to the drug dealers and the bribery temptations. Yes, it's going to happen when you have 491,000 full-time law enforcement officers throughout the country. You're going to have some who violate their oath of office and make news because they're public figures. But overall the percentage has been low. I wish it were none, but I

think that sometimes one only has to look within him or herself, within the department and within the city or county, to understand why that occurs. I've seen Miami go from being one of the premier police departments to something less than that, and you have to look at that and ask "why?" A lot of people have done that and have probably analyzed the department to death, but it gets back to the basic concerns of recruitment, the political attitudes of the people, and what they want out of their community. You have to look at that, and how they want to make their communities better. Those are questions that are not easily answered, but they cannot be answered without the input of the officers themselves.

LEN: One approach to the drug issue that's often suggested is to ensure the integrity of police through random, unannounced drug testing. Given what you've just said, would the FOP favor such testing?

STOKES: We've taken a position that we wouldn't until they come up with some equitable way to make the test fair and make sure that it's administered appropriately, and that there's not a taint put on an officer because he or she failed a drug test, when in fact it might not be a complete or appropriate test. I also believe that no other profession has the supervisory system that we have. Supervisors should key in on those individuals with possible problems — if an officer has a drastic change in personality or work habits, or problems start erupting on the job. Generally you have one sergeant for every seven or eight officers in most cities; in larger cities it may be one for every 20 or 25. Still, they see each other on a daily basis, they see the work product, so that type of supervision has control that some of the other professions don't have.

## When the money's not there

LEN: In the course of contract negotiations, localities sometimes find themselves unable to offer cash raises to the police, and they often try to substitute "giveaways" of managerial prerogatives in lieu of raises. Do FOP lodges in general find this to be an acceptable substitute?

STOKES: Well, let's go back to ground zero on that and build from there. Had they involved the officers in that process earlier, could they have saved money? Could they have allocated manpower better? Could it have worked out so that maybe they wouldn't have that cash

STOKES: Sure it does. In police work, in a majority of areas, we rely on each other. I may rely on the sergeant or lieutenant when I'm working the street just as much as I'm relying on another patrolman. That's why it's good to have full-time law enforcement officers representing themselves. In some big metropolitan areas maybe they feel the necessity to split the patrolmen away from the sergeants and the lieutenants. But when you get down to a situation where you have 1,000 officers, or even 50 officers, their working relationship is a lot different from what it would be in a large urban area. I've got chiefs out here that may be out making arrests and running radar setups in some of these smaller communities where you've got three, four or five people. Those people have to have some input and some protection. And even in your large urban areas, how is the chief or the deputy chief going to get raises if the patrolman and the sergeant aren't getting raises. It's a progression up the line. What we like to do in some of these urban areas is to keep those promotions within the department. The police officers that live and work in those communities know the problems of that community, and as they reach up through the ranks they will remember those problems and continually update themselves on those problems and be better equipped to make suggestions for dealing with those problems.

LEN: So you don't see any problems in having the rank and file and the bosses in the same organization?

STOKES: I don't see it as a serious problem in most police departments. In some areas, it may create a problem. In a larger department like Chicago, where you've got 10,000 patrolmen, it may create a problem. But when you're getting into the negotiations, you can represent those officers separately from the sergeants and lieutenants. That's why we say the local lodge knows its problems and can deal with them better, and then set up a structure to help them deal with those problems. At the same time, those outside of the bargaining process may still belong to the FOP for other benefits and advantages, like a legal program, an insurance program, the other benefits that will help them in their daily working conditions. We're the only organization that offers a legal program to our officers at an annual rate that I think they can afford. It runs about \$120 or \$140 a year and covers them in all aspects of their jobs. So you may have a lieutenant or a captain who's not in the bargaining unit but belongs to the FOP in order to be eligible for those other benefits. We try to

**"The politicians who have control over these agencies have to understand that [we] are professionals and should not be relegated to a second-class citizen level."**

problem? Maybe it's just a total, overall cash problem from the governmental perspective — they weren't spending the taxpayers' money in an appropriate manner. Well, how can you try to alter that process if you're not involved in it? The involvement of the officers signals to them that their elected leaders are giving them some direct feedback. They know what's going on, they have more confidence in them, and they're having input into the decisions that are going to affect their daily working conditions. I'm not saying that cities or towns have not done that, where they go to the bargaining table with no money in the coffers and then they offer the officers some concessions in other areas. I'm sure that occurs around the country. But it's a shame that you have to wait for things to erode to that level before you're willing to make that gesture or that offer of involvement. Collective bargaining is, in my opinion, a very positive step toward employee-employer relationships that can build on good, strong foundations and produce the results that both sides want. But it takes a cooperative effort. You've got to work together on those issues, and it's definitely a non-accepted thing in some parts of this country. It shouldn't be that way. The officers' input can be very helpful and can produce the results that both sides are looking for.

LEN: Does it work to the FOP's advantage in obtaining policy-making input, given the fact that many FOP lodges include officers right up on the line to the deputy chief's level, or even the chief?

be a full-service organization to our police profession, and at the same time you have to remember that we're here to serve the public, the people whom we work for. Sometimes the politicians and some police officers may forget that, but ultimately that's what we're here to do — to serve those people and, while serving them, keep our profession on a level that's constantly going up.

## Trickle-up economics

LEN: Going back to your earlier mention of the pyramid-shaped dues structure of the FOP, wherein most of the money stays at the local level, couldn't it be argued that the FOP could do more at the national level, whether in terms of lobbying or other activities, if more money were forwarded from the local lodges?

STOKES: No doubt about it. It's unfortunate, but funding is the name of the game. You have to have the funds in order to operate, to educate your membership, to educate the public, to bring your people to Washington or to the state capital when it's necessary. You can't do it on a gift from your membership or from the public. You have to have a structure that will allow you to determine your income and to set a program.

LEN: But I don't suppose there would be much support among your members for the notion of switching around

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# Stokes: "Free lunches are over"

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the allocation of dues money and sending more of it up the line...

STOKES: No, and I don't think you have to do that. What we have to do at the national level, no matter how difficult it is, is to show our membership that we're being effective, and we have to be able to tell them that we can do better if we had X amount of dollars, and then it would be up to them at their conferences to vote to give us the funds to do those things that are necessary to make us more effective. If the local lodge is only paying 50 cents a month in dues, then they can't expect too much for that price.

LEN: How can the national lodge effectively function in a financial sense if the locals are determining for themselves how much they want to forward to the national lodge? Doesn't that make the national lodge's budget process a bit problematic?

STOKES: Sure, but you have to educate and you have to communicate with your local lodges to show them. I think we broke the ice a few years ago in terms of the educational aspect of what we need to do as a national organization, and what the local lodges have to do to produce for their membership. They have to become involved; they have to have dues structures that the local president and treasurer can count on. The state has to have the same program, as does the national. Yes, it's difficult to convince your membership from time to time that they've got to raise their dues. But there's no other way to really effectively do the job without the funds to do the job. You cannot buy fax machines or copying machines or go to Washington or to the state capital without some cost to the organization. Free lunches are over. We want to upgrade our profession, and we have to be in a position to put our money where our mouths are. We have to be willing at the local, state and national level to send our people to programs to better educate them, and thus assist our profession.

In any large organization like ours, when you get into a situation where the local membership is just members — they don't go to the meetings and they're concerned more about special-duty jobs and making more money to support their families — those members have to call to mind what they have in the way of input when they're voting on dues increases. If they've had very little input, then they should support the programs and voice their confidence in their leadership by voting for those per-capita increases and the programs devised by those people who are working every day in the process. If you're putting very little into it, then you've got to put a lot of confidence in your leadership. If you're putting more into it, you'll understand the problems and you'll be one of the members out there saying, "We need this because..." So you've got your elected officials, and you've got your backbone of the organization, which is those members who are out there supporting the elected officials and attending meetings and serving on committees. Then you've got your members who are paying dues but are busy doing other things. If a guy has got six or seven kids, it's difficult for him to give up an evening a month, or two evenings a month to attend meetings or to serve on a committee at the local level. He needs that time and those funds to get those kids raised. Other officers have other agendas. They want to go to school and graduate from college, or what have you. Those people have to recall that they're not putting much into the organization other than their dues. They have to depend on those active members and their elected officials emphatically.

## Pursuing a national agenda

LEN: One of the national issues in which you've been directly involved is, of course, the Law Enforcement Steering Committee. In that context, are you generally satisfied that the FOP's voice is being adequately heard and beeded by the Steering Committee when it takes action?

STOKES: Well, with the number of people that belong to the Steering Committee, we're part of a larger group that probably represents 95 percent, or maybe even 100 percent of the police officers in this country. And we're the largest group within that confine. The members are there, I hope, because they are concerned about the pro-

fession and about seeing that legislation is passed which will benefit all of us, from the chief right on down to the newest hired patrolman. I hope that's their agenda. If I see that it's not, then we would definitely have a problem. We may be the largest organization, but I think we have an obligation as the largest to listen to the smaller organizations and evaluate the input. That's what that committee does, I think. They take our opinions and input, the input of NAPO, of IUPA, of the chiefs, of the foundations, and look at what the agenda will be. You know yourself that it's tough to get 100-percent agreement on anything, but if we don't have 100-percent agreement, then as a committee we don't take a stand. You can tell from that that when something comes out of that Steering Committee, a lot of forethought, a lot of analysis has gone into getting the consensus of all the organizations represented at that table.

LEN: To date, the Steering Committee has been the most vocal on the gun-related issues that have come up in Congress. Are there other issues that you would prefer to see the Steering Committee address as a group?

STOKES: Sure. The Police Officers' Bill of Rights, for example. The AIDS issue. A national employer-employee relations act. I think those are all important to our membership, and they're going to be hard-sell items. We have to be concerned about what the tax bills are doing to some of our retired officers. I've got retired officers out there today who, once they're retired, are stuck on a permanent salary. We're relegating these people to a below-poverty level, and that's a hell of a way to reward people who have given 25, 30, 35 years of their lives to the service of a governmental agency. Yet at the same time, the Congress is assured that any member of

giant. The FOP has set an agenda of goals for the future that's going to tell them that we're awake and we're going to be there on the law-enforcement issues. We're going to speak out on these issues, and we want to have our input. They may choose to turn their backs on us, like they did on the Brady Amendment, but we're going to bring it back because it's an important issue.

LEN: Why was the endorsement of the Vice President yours personally rather than that of the FOP? Does the FOP not endorse political candidates?

STOKES: We can do that, but our conferences are held in the off-year of the election. At the time we didn't know who the candidates were, who the running mates were, what the records of the candidates were. Consequently we couldn't do it. In order for me to do it, I had to do it on a personal basis. My personal endorsement was based on an evaluation of the two candidates before I reached a conclusion. I felt that George Bush was going to continue some programs that are essential, and he has some great ideas for the future in terms of law enforcement. Another thing was a concern of mine as to who would be appointed to the Supreme Court of the United States. Law enforcement is going to come off a little bit better with a review of some of the asinine Supreme Court decisions that have occurred over the years. They have to look at some of those decisions and say, "We understand that law enforcement cannot be permitted to run rampant or have no regulations restricting it, but the pendulum went a little too far to the left." We'd like to bring that pendulum back a little bit to the center. Checks and balances on law enforcement are good. You've got the checks and balances of the courts, and you've also got the checks and balances of the news media. We cannot let law enforcement go too far conservative, but we cannot continue to say that we're going to

**"My personal endorsement was based on an evaluation of the two candidates. I felt that George Bush has some great ideas for the future in terms of law enforcement."**

Congress who retires will never be in that position. So I think we have to take a look at our public safety forces in that same manner.

LEN: Are you optimistic that the Steering Committee might take public stands on issues such as the ones you mentioned?

STOKES: Well, they're certainly going to get an opportunity to hear about them [laughs]. You can be assured of that. These are important issues to our membership, as well as gun issues or building a monument. In states that have collective bargaining, the Police Officers' Bill of Rights may not mean much to them. But it's important and imperative to our brothers and sisters in the South and in the West, who don't have that protection.

LEN: In early October of this year, you endorsed Vice President Bush for President. Although a few news media made it explicitly clear that it was your personal endorsement and not that of the FOP, most left an unclear impression on that score, and certainly the Bush camp did not go out of its way to make the point crystal clear. Should you have taken it upon yourself to set the record straight?

STOKES: I think I did. I said this was my personal endorsement of the Vice President, while at the same time I had other officers there with me, from Pennsylvania — whose state lodge had endorsed the Vice President — from Maryland, from Virginia and from Delaware. Several state lodges came out in support of Bush, and some of the local lodges did as well. I think there was a certain amount of fear and trepidation in some of the local and state lodges that they were getting involved in politics. The FOP attitude toward that has to change, and is changing throughout the country. The politicians for years have had control over police departments and the budgetary process and the laws that are passed, and in many states we are barred by law from participating in that process. This is the 20th century, and what you're seeing with the McClure-Volkmer bill and the NRA and the Congress is that they're kicking a sleeping

let drug dealers and murderers and rapists out on technicalities by striking out illegally obtained evidence and other such things. I would hope that in the future the courts will recognize that we have better educated our law enforcement officers over the last 20 years, and some of these rules and laws are just asinine. Any time that you've got 500,000 people involved in anything, you're going to have someone that makes a mistake. Correct the individual; don't change the whole system. That's what you have to do. Sometimes in this country we go in there and change everything to correct a problem. You should correct the situation or correct the individual; the whole system doesn't have to be changed.

LEN: If, as you're suggesting, crime issues were the paramount consideration in your endorsement of Vice President Bush, did you also weigh his record on labor-related issues, given the fact that he's been a member of an Administration that might be seen as no great friend of organized labor?

STOKES: Oh sure, and we had some discussions with some of the staff and with the Vice President over that very issue. Certainly I'm concerned about labor issues; they're important to every law enforcement officer in this country. But sometimes those labor issues have to take a back seat for a time to more important issues of protecting our citizens and protecting this country. What I'm really trying to say is that yes, I'm concerned about labor, but my major concern as a law enforcement officer is not that of a labor leader but that of a concerned professional, who cares for the citizens that we serve and protect. I'm concerned about my community, and I came into this job because I wanted to put something back into my community. I think that's the philosophy of every police officer out there, that he or she shares a concern for the community and came onto this job to put something back into the community. That's what you see coming out of myself and a lot of other FOP members when they endorsed George Bush. I want the labor issues; don't minimize that or get me wrong. I want the Police Officers' Bill of Rights. I'd like

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# Tampa attrition rates prompt look at training

Continued from Page 1

adding that "47 percent of recruits entering the academy with advanced degrees beyond high school are no longer employed" in the Tampa department, while "39 percent of recruits with no college-level training at all are still employed."

McNelis concluded that "regardless of differences that may exist along certain demographic variables (reading levels or educational background), their validity as predictors of tenure with TPD is highly questionable."

"Written communications" was identified as a "common theme" of difficulties experienced by recruits during field training.

"Specifically, the areas most frequently identified deal with the following facets of report writing: form selection, organization and accuracy of reports produced, grammar and spelling, and the time needed to complete reports," the study said.

## Academy, Field Training at Odds

Noting that report-writing instruction is given at the academy and that each graduating recruit must demonstrate proficiency in that area before entering field training, the report suggested that "some discrepancy" exists "between what constitutes success in the Academy and success in the FTEP with respect to writing skills."

The report recommended revising training techniques in report writing and said that such an effort would benefit greatly from "increased communication between staff at the Tampa Police Academy and the FTEP." It said

## ABA study finds "starving" CJ system

Continued from Page 6

tors interviewed for the report said they believed the rules had had "no significant impact on law enforcement's ability to solve crime or to prosecute criminals successfully."

Furthermore, the study added that the exclusionary rule affected only a very small percentage of arrests and searches — 5 percent or less, according to the prosecutors polled. The prosecutors also indicated that procedural problems involving the Miranda rule resulted in the dismissal of only about 5 percent of criminal cases.

The report was written by the ABA Criminal Justice Section's Special Committee on Criminal Justice in a Free Society, headed by Professor Samuel Dash of the Georgetown University Law School. The committee held a series of hearings around the country, reviewed scores of criminal justice studies, and conducted a telephone survey of criminal justice officials to identify problems in the system.

field training staff should compile examples of the most common errors made in report writing, and examples of such deficiencies should be made available to recruits at the academy level.

It also called for increasing the amount of academy classroom time devoted to report-writing skills and advised instructors to use video or role-playing simulations during classes, and provide more feedback to recruits.

Recruits who experience difficulties in report writing while in field training should be assigned to a "structured remedial training program at the academy." The report said the department should view this as an extension of field training, with the major difference being that it would occur at the academy where "officers can devote all of their cognitive energies toward improving report-writing skills."

"Having FTO's (field training officers) simply circle errors and return reports to officers to redo is not an effective training and development technique," the report commented.

While the report identified no simple reason for the attrition rates, it suggested that partial blame could be lodged with the independently operated academy and field training components of Tampa's recruit-development system. It called for the establishment of "some level of integration between the academy and FTEP."

"They should not continue to function as independent operations," the report noted.

### Field-Training Study Urged

The report recommended a continuing study of the attrition problem "to allow a more comprehensive understanding" of why attrition rates are so high during field training, and recommended a "comprehensive evaluation" of the entire field training program. The department was urged to review the field training officer selection process; FTO training provided for instructing and assessing recruit

## Mixed reviews for ex-cop's high-speed car chase

Continued from Page 3

is "adamantly opposed" to citizen pursuits of fleeing criminals.

"We're limiting our [own] pursuits; we're certainly not encouraging citizens to get out there and get involved" in them, Rains noted. "They're not trained and they're not equipped and they don't have the legal responsibility to be involved in any type of pursuit like that at all. [If they do proceed] they're assuming the liability themselves because the Police Department would not assume any liability or advise the individual to continue pursuit," he told LEN.

Denver officials downplayed the incident and said the

performance; the assignment of recruits to FTO's; minority representation among FTO's; criteria for success in field training, and how the FTEP is monitored.

It also called for a "feedback loop" between the FTEP and the academy because "according to sources at the Academy, no formal communication occurs between FTEP and Academy personnel concerning recruits experiencing difficulty in field training." It called for the establishment of a system that would allow recruits having problems in areas of field training to return to the

academy for additional training.

In addition, the report suggested, qualified minorities should be rotated in training positions at the academy and FTEP.

The department should also implement a standardized exit-interview program to provide a clearer picture of why recruits leave. The report said such a program could collect information that would "greatly benefit" the department's efforts at rolling back the attrition rate.

### Group Retraining Eyed

No decisions have yet been made by the department on the

report's recommendations, said Capt. John Perkins, director of the Tampa Police Academy, but some action is expected in late January.

He said one proposal being examined by a department subcommittee would provide group retraining at the academy for officers experiencing difficulties in field training. He observed that it would be "more cost-effective" than bringing those with problems back on an individual basis.

"It would ensure that all the recruits would get the same level of training," he added.

## Forum:

# Civilians' need for body armor

Continued from Page 8

robbery for as long as they've existed. Experience suggested that the best policy to follow was passive compliance with the robber's request. Giving him the money was less harmful than risking a shootout in the bank, with the prospect of injuring or killing innocent people. Today, banks rely heavily upon passive defenses such as cameras and silent alarms.

Convenience store chains tend to follow the same policy, but more cheaply. Most lack silent alarms or cameras. Most have policies that forbid armed resistance to robbers, and prohibit employees from bringing weapons to work with them. The management of such stores is more concerned with the prospect of liability than with employee safety. This creates an extra hazard for members of a poorly paid occupational group.

It would be a simple problem if the question were only, "Your money or your life." Unfortunately, some robbers take both. Shooting the clerk is one way of eliminating a witness. This happens often enough to show that

it's a true occupational hazard.

There have been occasional instances of armed resistance. A few convenience store clerks have opened fire on armed robbers and were then dismissed for violating company policy against such action.

Body armor offers a safe, if only partial solution to the problem. Armor will stop most handgun bullets, although there is no guarantee that the robber won't aim for the head. Because body armor is not a weapon, there can be no liability for inadvertently injuring a bystander — the main concern of convenience store management.

Certain inner-city areas have high rates of violent crime. Residents can expect to be robbed or raped at least once in a lifetime, and often more frequently. These victims are truly caught between a rock and a hard place.

Gun-control advocates frown on citizens arming themselves for self-defense. Some even claim that citizens have no right to self-defense. In some locales, this view

is the law. Citizens may not own weapons and are obliged to flee rather than resist aggression.

A simple, partial solution is body armor. While body armor doesn't offer total protection, neither does a weapon. Body armor is usually no more expensive than a good quality handgun (about \$150 for a vest offering Level I protection), and does not require developing a skill to use it. It also avoids the prospect of injury to an innocent third party. Body armor offers the best prospect of surviving an attack in locales where criminals feel that life is cheap.

**Law Enforcement News**  
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a wonderful holiday season  
and a safe, healthy,  
peaceful New Year.  
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loyal support in 1988.

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# Jobs

**Police Officers.** The Madison, Wisc., Police Department is accepting applications for entry-level police officer positions. The department, an organization where individuals can and do make a difference, is committed to employee involvement in decision-making, quality improvement, problem solving and community-oriented policing.

Minimum qualifications for applicants include graduation from high school or the equivalent. (Past successful applicants have typically had significant educational and/or life experience in such fields as teaching, social work, business, law enforcement and other professions.) Entry-level salary is \$23,395, plus excellent benefits and an edu-

tional incentive pay program. To apply, obtain application from the Madison Police Department, 211 South Carroll Street, Madison, WI 53703. Telephone: (608) 266-4022. Applications accepted through Feb. 28, 1989. EOE.

**Sheriff's Deputy Trainee.** The Marion County (Salem), Ore., Sheriff's Office is now accepting applications for deputy trainees who can read, write and speak fluent Spanish and English.

Screening will include interview, background investigation, written exam, physical exam and agility test. Successful applicants are promoted within one year to regular deputy sheriff. Starting salary is \$20,000 plus excellent benefits. Incentive pay offered for increasing levels of police certification.

To obtain information or application forms, contact the Marion County Sheriff's Office, P.O. Box 710, Salem, OR 97308. Telephone: (503) 588-5112. Do not send resume. EOE.

**Police Officers.** The Washington, D.C., Metropolitan Police Department is seeking to fill entry-level positions.

Applicants must be U.S. citizens at least 21 years old at date of appointment but not older than 30 at date of application. In addition, applicants must: be at least 5 feet tall with weight proportionate to height; have 20/60 vision of better, correctable to 20/20; possess a high school diploma or GED or one year of experience as a sworn police officer in a city of at least 500,000 population, and be a resident of the District of Columbia or become a resident within 180 days of appointment. Candidates must pass a written and physical examination.

To apply, contact the Metropolitan Police Recruiting

Branch, 300 Indiana Avenue, N.W., Room 2061, Washington, DC 20001. (202) 727-4236. AA/EOE.

**Chief of Police.** Cape Girardeau, Mo., a city of 35,000, is seeking an experienced law enforcement executive to head a department of 60 sworn and 22 civilian personnel.

Candidates must have 10 years of progressively responsible law enforcement experience and possess a four-year degree in criminal justice or a related field. Candidates with advanced degree and/or graduation from the FBI National Academy preferred. An equivalent combination of training and/or experience may be substituted. The position requires an individual with strong interpersonal and administrative skills. Demonstrated skills in media and community relations, along with extensive knowledge of the principles and practices of modern police and public administration are a must. Salary range is \$33,000 to \$40,000.

To apply, send letter and resume before Feb. 1, 1989, to: City Manager, P.O. Box 617, Cape Girardeau, MO 63702-0617.

**Executive Director.** The National Coalition of State Juvenile Justice Advisory Groups is seeking an executive director to establish a new office in Washington, D.C.

Candidates should possess a bachelor's degree or equivalent experience; experience in fundraising, grant-writing and working with the Congress and Federal agencies, and an understanding of juvenile justice issues. Salary is approximately \$40,000.

To apply, send resume to: Richard Gardell, 1826 East Sherwood Avenue, St. Paul, MN 55119. Deadline is Jan. 14, 1989.

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# Interview: FOP's Dewey Stokes

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to see collective bargaining for every police officer in this country. We understood that George Bush was not strong on labor issues, but he was strong on the other issues that will make this country safer, and he is willing to make hard decisions over the next four to eight years to turn around the drug disease that's killing our country. That was more important than labor issues.

**LEN:** The Vice President did not support the Brady Amendment, while you clearly did. In your discussions with him and his staff, were you given enough assurances to minimize that difference of opinion on a critical crime-control issue??

**STOKES:** It's one issue that he and I happen to disagree on. He thinks waiting periods ought to be state by state, while I think it takes a national piece of legislation. Hopefully, over the next four years we can work together on it. He may get the legislation on his desk and have to make a decision on whether to sign it or not. I think once we can expose him and Vice President Quayle to some of our problems, they'll understand that we're not a single-issue-oriented organization. We have a whole range of programs out there that we're concerned about, and this is one of them. I think the general public in this country is overwhelmingly in support of some logical gun laws that will prevent, curb or curtail the slaughters that are going on daily in this country. Think of the cost. I just read a study by some doctors out West, and they said that a billion dollars a year is lost in trauma units because of gunshot wounds. And 1½ percent of the people that require the services of a trauma unit as a result of a gunshot pay the bill; the rest pay through insurance companies or by public subsidy. We as a country have to take a look at it from that perspective, and we in law enforcement have to look at it from the perspective that this killed 56 of our brothers and sisters last year. We have to look at the fact that 30,000 were wounded in some

**"The general public in this country is overwhelmingly in support of some logical gun laws."**

manner, some of them permanently restricted to a wheelchair. As a leader of a profession that deals with violence every day, I cannot ignore the fact that if we could curtail one aspect of our society, if we could restrict to some degree who can obtain a firearm, then we're going to save lives and prevent trauma and prevent having to see police officers wind up in wheelchairs. You're darn right I'm going to do it. I've got to stand up and speak loudly on this, and that's what our membership has told me they wanted me to do. The collective will of our 2,000-plus delegates has given me that direction, and the flexibility to pursue it.

**LEN:** In a general sense, what do and your colleagues see as the police labor agenda for the 1990's and beyond?

**STOKES:** I think there's some definite things that we've talked about in the FOP. We have to have some input into the political process that will give direction to our salaries, our status, our standards of living, and protection for our families. That's essential. Internally as an organization, I think we have to look to the future and ask if we are going to fund the organization to do the things that we would like to see done, and do them in a professional manner. I think that our executive board and our board of trustees has said to me that that's the direction they want to go. We're going to be working over the next 2 to 10 years on getting programs into effect to become more efficient and more effective throughout the country. Of course, my personal agenda is that I'd like to see every law enforcement officer in this country become a member of the FOP.

**LEN:** Given the numbers you've cited, it would seem that you're very close to representing a majority of the police officers in this country...

**STOKES:** You bet. But at the same time, we have to remember where we started in 1915 and compare that to where we are today. You can learn from the past, but you've got to look to the future. You've got to have the vision to say, "This is where the FOP is going." I think we're headed in the right direction, and we've got to build some vehicles and roads internally to get there and acquire our goals and objectives of the future. My job right now is to build on the foundation a little bit more than when it was handed to me, and try to smooth those roads out and maybe build a few feet on to them. I'm going to be here a short period of time when you compare it to the history of this organization and of this country. I'm going to keep moving forward and hope to give to my successor a little bit better foundation than I was given. If he does the same, then we're definitely going to continue to be a very valuable, very serious organization — even more so in the future than we are today or will be next year.

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# Upcoming Events

## FEBRUARY

**1-3. Allocation & Deployment of Police Personnel.** Presented by the International Association of Chiefs of Police. To be held in Atlanta. Fee: \$350 (IACP members); \$400 (non-members).

**3. Substance Abuse in the Workplace.** Presented by the Security Management Institute. To be held in New York. Fee: \$195.

**Chemical Weapons Instructors' Course.** Presented by Aerko International. To be held in Fort Lauderdale, Fla. Fee: \$150.

**6-9. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates Inc. To be held in Chicago. Fee: \$495.

**6-10. Executive Development.** Presented by the International Association of Chiefs of Police. To be held in Sarasota, Fla. Fee: \$495 (IACP members); \$545 (non-members).

**6-10. Telephone Systems I.** Presented by the National Intelligence Academy. To be held in Fort Lauderdale, Fla. Fee: \$650.

**6-17. At-Scene Accident Investigation.** Presented by the Traffic Institute. To be held in Evanston, Ill. Fee: \$600.

**6-24. Crime Prevention Theory, Practice & Management.** Presented by the National Crime Prevention Institute. To be held in Louisville, Ky. Fee: \$820.

**9-12. Workshop for Recently Appointed Chiefs.** Presented by the International Association of Chiefs of Police. To be held in Miami. Fee: \$400 (IACP members); \$450 (non-members).

**13-15. Police Civil Liability & the Defense of Citizen Misconduct Complaints.** Presented by Americans for Effective Law Enforcement Inc. To be held in San Francisco. Fee: \$435.

**13-15. Planning & Managing Crime Prevention.** Presented by the National Crime Prevention Council, in cooperation with the Bureau of Justice Assistance. To be held in Phoenix. No fee.

**13-15. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates Inc. To be held in New York. Fee: \$495.

**13-17. Contemporary Frauds & Schemes.** Presented by the Broward Sheriff's Office, Organized Crime Centre. To be held in Fort Lauderdale, Fla. Fee: \$300 (in state); \$350 (out of state).

**13-17. Electronic Surveillance/Tracking.**

Presented by the National Intelligence Academy. Fee: \$650.

**13-17. Report Writing for Instructors.** Presented by Bruce T. Olson, Ph.D. To be held in Santa Rosa, Calif. Fee: \$290.

**13-17. Building Criminal Investigation Skills.** Presented by the International Association of Chiefs of Police. To be held in Austin, Tex. Fee: \$450 (IACP members); \$500 (non-members).

**15. Security's Role in Extortion, Kidnapping & Hostage Situations.** Presented by the Security Management Institute. Fee: \$195.

**15-17. Managing for Excellence.** Presented by the International Association of Chiefs of Police. To be held in San Diego. Fee: \$350 (IACP members); \$400 (non-members).

**15-17. Managing the Internal Affairs Function.** Presented by the International Association of Chiefs of Police. To be held in Las Vegas. Fee: \$350 (IACP members); \$400 (non-members).

**20-22. Practical Crime Analysis.** Presented by the National Crime Prevention Institute. Fee: \$265.

**20-24. Instructor Development.** Presented by the Traffic Institute. Fee: \$450.

**20-24. Technical Surveillance I.** Presented by the National Intelligence Academy. Fee: \$650.

**22-24. Administering a Small Law Enforcement Agency.** Presented by the International Association of Chiefs of Police. To be held in Tucson, Ariz. Fee: \$350 (IACP members); \$400 (non-members).

**23-25. Street Survival.** Presented by Calibre Press. To be held in Charleston, W. Va. Fee: \$110 (all three days); \$79 (first two days only); \$49 (third day only).

**27-28. High-Risk Warrant Service & Tactics.** Presented by the International Association of Chiefs of Police. To be held in San Antonio. Fee: \$245 (IACP members); \$295 (non-members).

**27-March 1. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates Inc. To be held in Indianapolis. Fee: \$495.

**27-March 1 The Investigation & Prosecution of Complex Narcotics Cases.** Presented by Washington Crime News Services. To be held in Boca Raton, Fla. Fee: \$395.

**27-March 1. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates Inc. To be held in Boston. Fee: \$495.

**John E. Reid & Associates Inc.** To be held in Washington, D.C. Fee: \$495.

**27-March 3. Narcotics Investigators' Training.** Presented by the Broward Sheriff's Office, Organized Crime Centre. Fee: \$250 (in state); \$300 (out of state).

**27-March 3. Advanced Management Practices.** Presented by the New England Institute of Law Enforcement Management. To be held in Wellesley, Mass.

**27-March 3. Locks & Locking Devices I.** Presented by the National Intelligence Academy. Fee: \$650.

**27-March 10. Supervision of Police Personnel.** Presented by the Traffic Institute. Fee: \$600.

**28-March 2. 4th Annual Symposium on Microcomputers in Law Enforcement.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla.

## MARCH

**1. Developing Security Training Programs.** Presented by York College of Pennsylvania. To be held in York, Pa. Fee: \$95.

**1-3. Police Records Management.** Presented by the International Association of Chiefs of Police. To be held in Atlanta. Fee: \$350 (IACP members); \$400 (non-members).

**1-4. National Conference for Women in Corrections & Juvenile Justice.** Presented by Eastern Kentucky University, Department of Correctional Services. To be held in Portland, Ore. Fee: \$80.

**3. Security Awareness.** Presented by York College of Pennsylvania. Fee: \$50.

**2. Teaching Key Security Plates.** Presented by York College of Pennsylvania. Fee: \$95.

**3-18. Law Enforcement in the USSR Tour.** Presented by the Organization for American Soviet Exchanges. Fee (including hotel, meals, round-trip airfare from New York): \$1,995.

**4. Apprehension Procedures.** Presented by York College of Pennsylvania. Fee: \$40.

**6-8. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates Inc. To be held in Kansas City, Mo. Fee: \$495.

**6-8. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates Inc. To be held in Boston. Fee: \$495.

**27-March 1. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates Inc. To be held in Boston. Fee: \$495.

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**Bruce T. Olson, Ph.D., 1015 12th St., Suite 6, Modesto, CA 95354-0811 (209) 527-2287**

**Organization for American Soviet Exchanges, c/o Cynthia Dickstein, 324D Harvard St., Cambridge, MA 02139 (617) 864-7717**

**Pennsylvania State University, Attn: Kathy Karchner, 410 Keller Conference Center, University Park, PA 16802 (814) 863-3551**

**John E. Reid & Associates, 250 South Wacker Dr., Suite 1100, Chicago, IL 60606 (312) 876-1600**

**Richard W. Kobetz and Associates, North Mountain Pines Training Center, Arcadia Manor, Route Two, Box 100, Berryville, VA 22611 (703) 955-1128 (24-hour desk)**

**Security Management Institute, 444 W. 56th St., New York, NY 10019 (212) 247-1600**

**Southern Police Institute, Attn: Ms. Shirley Beck, University of Louisville, Louisville, KY 40292 (502) 588-6561**

**Southwestern Law Enforcement Institute, P.O. Box 830707, Richardson, TX 75083 (214) 690-2377**

**Traffic Institute, 555 Clark Street, P.O. Box 1409, Evanston, IL 60204**

**New England Institute of Law Enforcement Management, Babson College, Drawer E, Babson Park, MA 02157 (617) 239-7033, 34**

**6-10. Investigation of Child Abuse & Sexual Exploitation.** Presented by the International Association of Chiefs of Police. To be held in Charleston, S.C. Fee: \$450 (IACP members); \$500 (non-members).

**6-10. Police Budget Preparation.** Presented by the Traffic Institute. To be held in Evanston, Ill. Fee: \$500.

**6-17. Crime Prevention Technology & Programming.** Presented by the National Crime Prevention Institute. To be held in Louisville, Ky. Fee: \$580.

**8. Microcomputer Security.** Presented by the Graduate School, U.S. Department of Agriculture. To be held in Washington, D.C. Fee: \$100

**8-10. SWAT Supervisors' Tactics & Management.** Presented by the International Association of Chiefs of Police. To be held in Daytona Beach, Fla. Fee: \$350 (IACP members); \$400 (non-members).

**13-15. Supervision & Management of Drug Investigations.** Presented by the Narcotics Control Technical Assistance Program. To be held in Long Beach, Calif. No fee.

**13-15. Undercover Officer Techniques.** Presented by the International Association of Chiefs of Police. To be held in Las Vegas. Fee: \$350 (IACP members); \$400 (non-members).

**13-15. Advanced Police Budgeting & Fiscal Management.** Presented by the Traffic Institute. Fee: \$400.

**13-17. Crime Prevention through Environmental Design.** Presented by the National Crime Prevention Institute. Fee: \$345.

**13-17. Advanced Supervision Skills.** Presented by the International Association of Chiefs of Police. To be held in Washington, D.C. Fee: \$450 (IACP members); \$500 (non-members).

**13-17. Managing Police Training.** Presented by the Traffic Institute. Fee: \$450.

**17-19. Victims' Rights: Opportunities for Action.** Presented by the National Victim Center. To be held in Fort Worth, Tex. Fee: \$25.

**20-21. International Symposium on Terrorism.** Presented by the International Association of Chiefs of Police. To be held in Washington, D.C. Fee: \$225 (IACP member); \$275 (non-member).

**20-22. Police Liability for Policies & Practices.** Presented by Americans for Effective Law Enforcement. To be held in Orlando, Fla. Fee: \$435 (before Feb. 6, 1989).

**20-22. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates. To be held in San Jose, Calif. No fee.

Fee: \$495.

**20-22. Revitalizing Neighborhood Watch.** Presented by the National Crime Prevention Council, in cooperation with the Bureau of Justice Assistance. To be held in Tampa, Fla. No fee.

**20-22. Street Survival 88.** Presented by Calibre Press. To be held in Vancouver, B.C., Canada. Fee: \$110 (all three days); \$79 (first two days only); \$49 (third day only).

**20-22. The Reid Technique of Interviewing & Interrogation.** Presented by John E. Reid & Associates. To be held in Long Beach, Calif. Fee: \$495.

**20-23. Forfeiture & Seizure Methods.** Presented by the Broward Sheriff's Office, Organized Crime Centre. To be held in Fort Lauderdale, Fla. Fee: \$300 (in state); \$350 (out of state).

**20-24. Managing Police Traffic Services.** Presented by the Traffic Institute. Fee: \$450

**20-21. Video I - Introductory Surveillance Operations.** Presented by the National Intelligence Academy. To be held in Fort Lauderdale, Fla. Fee: \$650

**20-24. Microcomputer-Assisted Traffic Accident Reconstruction.** Presented by the Traffic Institute. Fee: \$600.

**20-24. Military Traffic Operations & Safety.** Presented by the Traffic Institute. Fee: \$500

**20-April 7. Command Training Program.** Presented by the New England Institute of Law Enforcement Management. To be held in Wellesley, Mass.

**27-29. Contemporary Issues in Police Administration.** Presented by the Southwestern Law Enforcement Institute. To be held in Dallas.

**27-31. Police Traffic Radar Instructor Training.** Presented by the Traffic Institute. Fee: \$450

**28-30. Street Survival 88.** Presented by Calibre Press. To be held in St. Louis. Fee: \$110 (all three days); \$79 (first two days only), \$49 (third day only).

**29-31. Developing & Implementing Field Training Officer Programs.** Presented by the International Association of Chiefs of Police. To be held in New Orleans. Fee: \$350 (IACP member); \$400 (non-member).

**29-31. Narcotics Enforcement & Organized Gangs.** Presented by the Narcotics Control Technical Assistance Program. To be held in Sacramento, Calif. No fee.

**29-31. Street Tactics & Officer Safety.** Presented by the International Association of Chiefs of Police. To be held in Seattle. Fee: \$350 (IACP member); \$400 (non-member).

## New Jersey officials mystified by DoJ charges of testing bias

Continued from Page 1

it and if there is a specific thing the consultants recommend changing or if they can recommend a better written test, we certainly would give that great consideration," he said.

While neither the Justice Department nor the New Jersey Personnel Commission was able to give specific examples of alleged bias in the state's police hiring tests, the New York Times reported that "internal monitoring" of test results showed that "proportionately more blacks and Hispanic people than whites have routinely failed the written exam."

The paper quoted Robert J. Hartman, deputy commissioner of the Department of Personnel, as saying that about 90 percent of the women who took the physical test in recent years failed. He said the physical test had been changed just before the Justice Department announced its complaint.

According to the Times, the physical test consisted of running 300 yards, dragging a 135-pound dummy 75 feet and then handcuffing it. It also used an obstacle course that included a stairway, a fence and a catwalk to simulate a chase ending in apprehension of a criminal suspect.

The passing grade for women was set at 202 seconds and applicants were allowed a three-minute rest period between each activity. Hartman told the Times there was no "valid" justification for setting the 202-second finishing time.

Of the written test, Hartman told the Times that New Jersey tested applicants on "very basic, general stuff. Apparently what Justice is saying is people don't have to know what we were asking to become a cop."

No court date has yet been set for the case since New Jersey has 20 days to file an answer after officially receiving the Justice Department complaint.

# Law Enforcement News

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John Jay College of Criminal Justice/CUNY  
Law Enforcement News  
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## What the well-dressed narc is wearing:

Don't be too surprised. With the proliferation of speed labs in the Northwest and elsewhere, drug-enforcement agents are up against a witch's brew of chemicals that can sear lungs and skin, cause dizziness and nausea, and possibly lead to cancer and death.

So dress for success, proceed with caution, and turn to **Page 1**.

### **Also in this issue:**

City-sponsored study finds attrition among Tampa recruits hovering near the 50-percent mark

Burden's Beat: A glimmer of optimism in the war on drugs

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Forum: Some civilians have a genuine need for body armor

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On The Line: Robert Grandinetti is a veteran problem-solver and a year-round Santa in Spokane, Wash.

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Interview: Dewey Stokes, president of the national Fraternal Order of Police

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